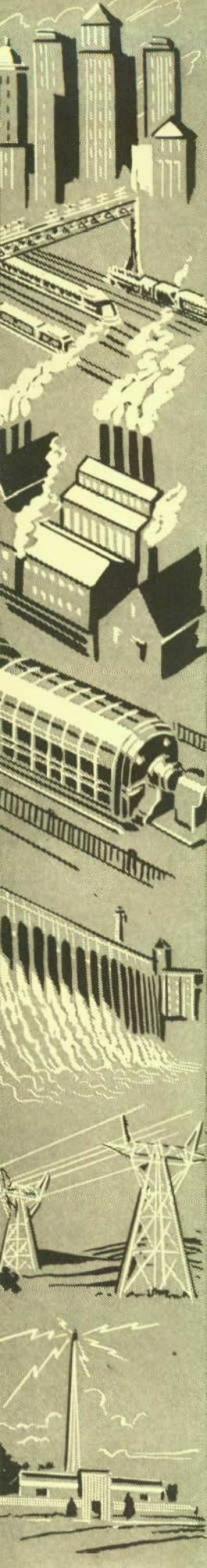


THE JOURNAL OF  
**ELECTRICAL  
WORKERS**  
AND OPERATORS



VOL. XLII

WASHINGTON, D.C.

NOVEMBER, 1943

NO. 11

RECORDING • THE • ELECTRICAL • ERA

# ON EVERY JOB

## There's a Laugh or Two!

Brother Marshall Leavitt of L. U. No. 124 sends us the following poem which has been submitted in various forms by others of our membership. Mr. Leavitt says that the poem as here printed was recently recited in its entirety at a union gathering, by Brother M. M. Llywelyn, oldest electrician in Kansas City in point of union membership. Brother "Lew" committed it to memory at the time it was printed in the ELECTRICAL WORKERS' JOURNAL some 40 years ago.

### AT THE GOLDEN GATE

St. Peter stood guard at the golden gate  
With solemn mien and heart sedate.  
A shrewd figure came and stood  
Beside St. Peter so great and good.

"Oh thou who guardest the gate," said he,  
"I have come hither beseeching thee,  
To let me enter the heavenly land  
And play a harp in the angel band.

"Of me, St. Peter, there is no doubt,  
There is nothing in heaven to bar me out;  
I've been to services twice a week  
And almost always I rise and speak.

"I've told the sinners about the day  
When they'd repent from their evil way.  
I've talked to them loud and I've talked to  
them long,  
For my lungs are good and my voice is strong.

"You see I've always been content to live  
On what the companies agreed to give.  
I've never grumbled, I've never struck  
I've never mixed with union truck.

"Here is a company's letter of recommend,  
Which I hope you'll read before you send  
For the angel guide to the throne of grace  
It might gain for me a higher place.

"And I ought to have a large reward  
For never owning a union card,  
So open, St. Peter, and let me in  
Out of this world of sorrow and sin."

"I've heard of you and your gift of gab,  
You're what is known on earth as a scab."  
Thereupon he rose to his stature tall  
And pressed a button upon the wall,

And he said to the imp who answered the bell,  
"Escort this fellow around to hell."  
But say even the devil couldn't stand the  
smell  
Of a cooking scab on a griddle in hell!

"It would cause a revolt, a strike, I know,  
If I send you down to the imps below.  
Go back to your master on earth and tell  
That they don't even want a scab in hell!"

\* \* \*

*This quip came to us a few years back. It's still good.*

### CURRENT COMMENT

A woman in a drugstore looking at an electric shaver asks the clerk, "Now will this work on AD and BC current?"

CHARLES MAUNSELL,  
L. U. No. 316.

### WHEN THE "OLD TIMER" LEARNED TO CLIMB

They didn't use safety belts, when the "old timer" learned to climb.  
They didn't strap themselves to poles, they couldn't take the time.

They carried the cross-arms up the poles and lagged them in the gain.  
The wires they carried up also, and hurried down again.

They didn't tarry on a pole when they hung on with one heel.  
They dug the holes and raised the poles and while resting bucked the reel.  
Grunts didn't loaf around the poles just to send material up.  
The lineman cheerfully did all that when "old timer" was a pup.

They never heard of splicing sleeves and gadgets we think nice.  
They took the old connectors in hand and served a Western Union splice.  
The spurs they used were the western type that strapped outside the shin.  
They didn't go much for rubber goods; they trusted to skill to win.  
They sing the praise of the good old days, when life was most sublime.  
But we know there were no "good old days" when "old timer" learned to climb.

E. L. HADDEN,  
L. U. No. 77.

\* \* \*

*Lineman Lennie of L. U. No. 702 sent us this reflection on Election Day several years ago. We can brush it up and apply it again today.*

Pay no heed to ballyhoo  
But help the men who have helped you,  
And so this fall, let's vote our thanks,  
To the proven friends of Labor's ranks.

\* \* \*

### THE SERVICE STAR

A symbol of the purest blue,  
Engraved on red-edged field o' white,  
It stands for warriors brave and true,  
Who gave their utmost in the fight!

A symbol of the purest gold,  
Engraved on red-edged field of white,  
It stands for heroic feats untold  
By those who gave all in the fight!

And Father Time in our hearts shall engrave  
In golden letters all their sacrifices spell,  
Their precious lives lost for a cause so brave  
Forever in mankind's memory shall dwell!

A Bit o' Luck,

ABE GLICK,  
L. U. No. 3.

Brother O. Gardner, press secretary for L. U. No. 348, Calgary, Alta., Canada, sent us the following song, "The Alaska Highway." It is a parody on one entitled "Working on the Railway," which many of our members probably know.

### THE ALASKA HIGHWAY

In nineteen hundred and forty-one,  
The Alaska Highway was begun,  
The Alaska Highway was begun,  
The great Alaska Highway.

*Chorus:*

Patsi - atsi - ori - a,  
Patsi - atsi - ori - a,  
Patsi - atsi - ori - a,  
Working on the highway.

In nineteen hundred and forty-two,  
I found myself with nothing to do,  
I found myself with nothing to do,  
Working on the highway.

In nineteen hundred and forty-three,  
The overseer said to me,  
The overseer said to me,  
Go work upon the highway.

In nineteen hundred and forty-four,  
My hands were red and my feet were sore,  
My hands were red and my feet were sore,  
Working on the highway.

In nineteen hundred and forty-five,  
I found myself more dead than alive,  
I found myself more dead than alive,  
Working on the highway.

In nineteen hundred and forty-six,  
I jumped upon some dynamite sticks,  
I jumped upon some dynamite sticks,  
Laying beside the highway.

In nineteen hundred and forty-seven,  
I found myself on the way to heaven,  
I found myself on the way to heaven,  
Working on the highway.

In nineteen hundred and forty-eight,  
I found myself at the pearly gate,  
I found myself at the pearly gate,  
Working on the highway.

In nineteen hundred and forty-nine,  
I got my harp and my wings divine,  
I got my harp and my wings divine,  
Working on the highway.

In nineteen hundred and forty-ten,  
If you like this song I'll sing it again,  
If you like this song I'll sing it again,  
Working on the highway.

—Anonymous.

\* \* \*

Where, oh where, are all the folks  
Who used to send us clever jokes?  
"Lennie" and "Duke" and "Sleepy Steve"  
And others from whom we did receive  
Poems and quips and other joys,  
So come on now—how's about it, boys?

# Official Organ of the INTERNATIONAL ELECTRICAL WORKERS and OPERATORS

PUBLISHED MONTHLY

G. M. Bugnizet, Editor

1200 Fifteenth St., N. W., Washington 5, D. C.

## Contents

	Page
Frontispiece—Industry, The Second Front	386
Ownership vs. Control of Manpower	387
Slowly A. T. & T. Tolls Are Whittled Down	389
A. F. of L. Sees Economic Changes in United States	390
Brown's Broadcast Cements South American Friendship	391
Cartels Are Super-Governments Ruling Trade	392
L. U. 110 Maintains Fine Apprentice Program	394
The Yanks Are Coming, East, West, South, North	395
Local Union Sees Research Basis for Planning	396
If We Don't Plan, Unemployment Inevitable	397
I. B. E. W. Dominates Electric Utility Field	398
Formulae Developed for Estimating Labor on Jobs	400
Inspectors See Value of Maintenance Work	401
Brotherhood Votes to Aid Military Membership	402
Necessity for Proposed Assessment	403
Editorials	406
Woman's Work	408
Correspondence	409
Official Business	421
In Memoriam	424
Death Claims Paid	426
Official Receipts	429

• This Journal will not be held responsible for views expressed by correspondents. The first of each month is the closing date; all copy must be in our hands on or before.

## EXECUTIVE OFFICERS

International President, EDWARD J. BROWN, 1200 15th St., N. W., Washington 5, D. C. International Secretary, G. M. BUGNIAZET, 1200 15th St., N. W., Washington 5, D. C.

International Treasurer, W. A. HOGAN, 647 South Sixth Ave., Mt. Vernon, N. Y.

## VICE PRESIDENTS

First District	E. INGLES R. R. 3, London, Ont., Canada
Second District	JOHN J. REGAN Rm. 239, Park Square Bldg., Boston 16, Mass.
Third District	WILLIAM D. WALKER Room 402, City Centre Bldg., 121 North Broad St., Philadelphia 7, Pa.
Fourth District	ARTHUR BENNETT Room 1517, N.B.C. Bldg., Cleveland 14, Ohio
Fifth District	G. X. BARKER 301 Woodward Bldg., Birmingham 3, Ala.
Sixth District	M. J. BOYLE 4300 Lake Shore Drive, Chicago 13, Ill.
Seventh District	W. L. INGRAM 3641 Laughton St., Fort Worth 4, Texas
Eighth District	H. W. BELL 504 Denver Theatre Bldg., Denver 2, Colo.
Ninth District	J. SCOTT MILNE 910 Central Tower, San Francisco 3, Calif.
Railroads	J. J. DUFFY 330 South Wells St., Room 600, Chicago 6, Ill.

## INTERNATIONAL EXECUTIVE COUNCIL

CHARLES M. PAULSEN, Chairman 4937 W. Cuyler Ave., Chicago 41, Ill.
First District HARRY VAN ARSDALE, JR. 130 E. 25th St., New York 10, N. Y.
Second District F. L. KELLEY 95 Beacon St., Hyde Park 36, Mass.
Third District WILLIAM G. SHORD 2104-5 Law & Finance Bldg. Pittsburgh 19, Pa.
Fourth District C. F. PRELLER 2025 2nd St., N. E., Washington 2, D. C.
Fifth District DAN MANNING 130 No. Wells St., Chicago 6, Ill.
Sixth District D. W. TRACY Eddystone Apartments, Washington 5, D. C.
Seventh District CHARLES J. FOEHN 200 Guerrero St., San Francisco 3, Calif.
Eighth District J. L. McBRIDE 165 James St., Labor Temple, Winnipeg, Man., Canada

## Magazine Chat

We are always glad to hear from our members on the firing line. A V-mail letter has recently come from a member of L. U. No. 226, George E. Barrett, from some South Pacific island, place unknown. He writes us he is in charge of the electrical work on this island and has many members of the Brotherhood under his direction. All of them are zealous for the welfare of the union in future years.

Andrew J. Biemiller, special assistant to vice chairman of the labor production office, WPB, has this to say about the labor press:

"Among the contributions which labor can make in these days of struggle, the stimulating voice and influence of the labor press stand high. Union papers, published by and for union men and women, can arouse and maintain the workers' awareness of the unremitting and ever-increasing need for production—for more and more production until the final great day of the Axis' unconditional surrender. It seems only fair to add that the labor press has long been doing a fine job in that direction."

"But the labor press and the organizations for which it speaks must be even more zealous in order that our country may be able to meet the increasing demands for munitions, material and equipment which the quickening tempo and the expanding scope of the fight against our enemies make more vital every day."

Our cover and our frontispiece photographs this month are by courtesy of the U. S. Bureau of Reclamation.



INDUSTRY, THE SECOND FRONT, HAS ALWAYS HAD ASPECTS OF THE BATTLE LINE



# THE JOURNAL OF ELECTRICAL WORKERS AND OPERATORS



OFFICIAL PUBLICATION OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS  
Entered at Washington, D. C., as Second Class Matter. Acceptance for mailing at special rate of postage provided for in  
Section 1103, Act of October 3, 1917, authorized March 28, 1922.  
SINGLE COPIES, 20 CENTS

\$2.00 PER YEAR, IN ADVANCE

VOL. XLII

WASHINGTON, D. C., NOVEMBER, 1943

NO. 11

## Ownership vs. Control of MANPOWER

**D**ANGER—Men at Work." This familiar sign is written large above the policies and activities of the War Manpower Commission. This agency has been in operation for more than a year and has failed to analyze the labor supply question honestly and fully, and has failed to bring forth policies that fit into the factual picture of available workers in this country. Such unskilled performance is destined to bring disaster upon the handling of manpower and grief to the labor movement in the United States.

By means of a series of blundering efforts the War Manpower Commission has finally adopted policies that look very much like coercive and dictatorial control of the working force in this country. It is true that there is a labor-management advisory committee at the top level but there is no indication that labor's advice has ever been taken. It is true also that labor-management committees are supposed to operate at the regional and district levels of the national structure of the War Manpower Commission, but except for two or three cities, there is little evidence that labor's advice affects the counsels.

The top leadership of the War Manpower Commission headed by Lawrence A. Appley, a former important oil industry executive, goes in strongly for co-ordinating administrative activities and usually all that labor-management groups have is a veto after the fact.

### PAUL McNUTT HEADS COMMISSION

The War Manpower Commission is headed by Paul V. McNutt, former governor of Indiana. Whether Mr. McNutt does any more than act upon the policies created by the Commission, evidence is not clear. Mr. McNutt certainly does not strike one as in administrative control of his agency. Then too, the Army, through its representatives on the War Manpower Commission, appears to have more than its weighted influence on policies.

Only recently there was a bitter battle behind the scenes in Washington between the administrative group in the War Man-

Government  
policies on manpower moving toward head-on crash against labor's main interests

power Commission and groups in the War Production Board, including the Labor Production Division, headed by Joseph D. Keenan. An order issued by Lawrence Appley promulgating a new administrative plan would have virtually eliminated the Labor Production Division of the War Production Board from any control or influence on manpower problems in the shipyards and airplane factories in California and the West. That tangle was resolved by an order by James Byrnes, stabilization director. Mr. Byrnes instituted the so-called Buffalo plan on the California coast. The Buffalo plan is a plan instituting priorities on labor, pretty much as priorities were placed on materials in the early stages of the war. The Buffalo plan sets up a priorities committee which places labor in any given industry on a weekly priority list and controls the ingress of workers into respective industries on an essentiality basis.

### CRISIS PROMPTED BY ANTI-LABORITES

*The present crisis is nothing more than a culmination of a long series of maneuverings which labor believes are prompted not by war emergency but by the angling of anti-labor people in the Army and in the War Manpower Commission to get control of the labor force.*

When the War Manpower Commission was authorized, it was done in lieu of a National Service Act. Labor opposed the National Service Act on the ground that labor was patriotic and could handle the manpower question on a voluntary basis. Great Britain had a National Service Act, but Great Britain had an invasion to goad people to prompt action. It also had built the labor movement into the top ranking positions of the government.

None of these things took place in this country. The War Manpower Commission has by a series of edicts and mandates virtually set up a National Service Act without any safeguards for labor save for the specious and tenuous attachment of labor - management committees somewhere along the administrative line.

Three outstanding policies of the War Manpower Commission drive directly against labor's vested interests in respect to

1. apprenticeship training
2. wage structure
3. job control.

Without the control of apprenticeship training, without the preservation of the 50-year-old wage structure and without job control, the labor union passes from the scene as nothing more than a workingman's club or fraternity.

### APPRENTICE TRAINING

Apprenticeship training now in effect is under the Federal Committee on Apprenticeship. The federal apprenticeship service was set up by an act of Congress. It functioned originally in the U. S. Labor Department and then was transferred to the War Manpower Commission. It is a going concern, operating effectively and with full cooperation of labor unions. It is staffed by about 200 field men who aid local joint labor-management committees to function in the apprenticeship training field. Nearly all of these staff members are former union members. When the President transferred the Federal Committee on Apprenticeship to the War Manpower Commission, he made an exception and placed in his executive order the decree that the federal apprenticeship service "should remain an organizational entity."

Labor unionists took this to mean that the integrity of this service as it developed over the last decade should remain intact and should not be broken down by the administrators of the War Manpower Commission. But this last fear has materialized. Administrator Appley has continuously moved to get control of the Apprentice-Training Service and has recently sought to take over the right of appointing field men and in allocating funds—two functions of the federal apprenticeship service that W. L. Patterson says are essentially and fundamentally a part of the organization set up.

### WAGE STRUCTURE

The wage structure laboriously built up by collective bargaining in this coun-



PAUL V. McNUTT

Is he doing a 100 per cent job on manpower?

try has developed over a period of 50 years. It has been built largely on hourly and day rates. Traditionally, organized labor has opposed piece rates on the grounds that any system of piece rates becomes unintelligible to a working man, and the working man as a result can never figure what is possibly due him for his service. The War Manpower Commission has moved against this wage structure now by appointing committees to get what they call incentive wage plans accepted. When incentive wage plans are analyzed, they appear to be nothing more than piece and speed-up systems of the old Bedaux variety.

#### JOB CONTROL

The third traditional right of labor has to do with job control. A labor union is a job control agency, traditionally so. Many strikes have resulted from infringement of the powers of the hiring hall. The United States Employment Service, when it was operating under the Social Security Board, duly recognized this traditional authority of the labor union over job placement. The War Manpower Commission has been inclined to ignore or to openly affront this right. The War Manpower Commission has placed this machinery in the control of another young man from the oil industry, Albert L. Nickerson. Mr. Nickerson believes that the individual worker exists for the state and has not recognized labor's traditional right to job control.

#### CLASH OVER APPRENTICESHIP TRAINING

Clashes between labor and the War Manpower Commission have already been apparent in the field of federal apprenticeship training. That clash is imminent over both the incentive plan and the control of the individual worker by the new U. S. Employment Service. This is a serious situation.

Labor expresses itself pessimistically about this situation wherever it meets. Labor takes the position it is part of the black reaction that is enveloping this country. Labor believes there is a well-formulated, strategic plan influencing the War Manpower Commission in the direction of anti-labor policies. Labor believes also that the President of the United States is not aware of how this strategic plan is deliberately at work to affront labor, and labor believes that this strategic plan is only a part of a general plan on a wider basis to move democratic United States nearer to fascism than to democracy.

#### EUROPEANS HAVE LOST FAITH IN US

Labor heard recently a statement by William L. Shirer, author of "Berlin Diary," for many months broadcaster from Berlin, who warned this country that the United States is beginning to lose all of its former influence with the minds and hearts of the masses in Europe. Mr. Shirer said:

"Despite all the brave words of the President, the glittering generalities of

the Atlantic Charter and the claims to infallibility of the State Department, this great nation, whose revolutionary inception kindled the minds and hearts of the masses in Europe at the end of the eighteenth century with the ideal of man's democratic freedom, and rekindled them toward the end of the last war, has at this great juncture in history, alas, nothing really to say to them.

"The masses of Europe have become distrustful of us.

"Not one American in ten thousand probably realizes it, but this youthful republic, where the common man is still the backbone of the nation, is coming to represent to the mass of the peoples of the outside world a sterile and black reaction, frightened to death of the great popular forces which this war—like all world wars—has unleashed, insisting only that the half-starved, brutalized people of the continent maintain 'law and order,' and prepared to go to almost any lengths, prepared to traffic with a miserable little Italian king or his reactionary henchman, Badoglio, or the fascist Franco as it once trafficked with a Petain, a Darlan, Peyrouton, to avoid 'revolt' or 'trouble.'

#### WORLD LEADERSHIP THRUST UPON US

"At the moment when the fate of history has thrust world leadership upon us (whether Colonel McCormick and the rest of us like it or not), we react in our foreign affairs like a fossil, dead to change or to progress."

Ruben Levin, writing in LABOR, leading Washington weekly, organ of the railroad unions, recalls that one of the reasons that there is a stringency of manpower in this country is due to the oversized army that has been developed against labor's advice to the government. Mr. Levin says:

Manpower continues to be about the messiest problem facing administration officials in Washington. The clamor for more workers has risen to a din and drastic moves are in the making to dredge up enough men and women to meet the demands.

Between now and next July at least 3,600,000 more toilers must be found, officials declared. Two million are required to replace men going into the armed forces and 1,600,000 to keep production up to goals.

Schedules call for boosting output of war supplies to 700 per cent above the levels of November, 1941. War agencies said only a 593 per cent advance has been scored so far.

#### LABOR WAS RIGHT

Paul V. McNutt, chief of the War Manpower Commission, contended recently that the only way to reach the quotas will be to force several million workers out of non-essential industries into war plants, vital civilian occupations and transportation. He declared, too, that employment in retail trade will have to be stripped to 1940 figures.

(Continued on page 418)

# Slowly A. T. & T. Tolls Are WHITLED Down

THE latest in the long list of reductions in telephone tolls which were ordered by the New York Public Service Commission on September 2, 1943, will result in estimated savings of approximately \$2,200,000 annually in the intrastate rates of the New York Telephone Company. At the same time the commission announced changes in the intrastate toll rates of independent companies giving long-distance service by connection with the New York Telephone Company amounting to \$128,000 annually.

These reductions were ordered by the Public Service Commission in order to eliminate some of the differences now existing between intrastate and interstate rates for the same distances, and are in line with the Federal Communications Commission's policy of bringing all intrastate rates in line with the existing rates of the Bell system.

#### AMERICAN PEOPLE BEAR BRUNT

On April 20, 1943, the Indiana Public Service Commission and the Indiana Bell Telephone Company, another subsidiary of A. T. & T., announced that as a result of conferences, reductions in certain telephone rates would be put into effect May 1, which would result in total savings to subscribers estimated at \$175,000 a year. These reductions were also in the long-distance rates. These are only the latest results of the efforts of the FCC and the various state commissions to reduce the charges which the A. T. & T. have been collecting from the American people. The great profits which this monopoly has been reaping at the expense of the American people were discussed in an earlier series of articles in the JOURNAL.

In 1934 Congress passed the Communications Act transferring the regulatory jurisdiction of all communications from the Interstate Commerce Commission to the Federal Communications Commission. The Act granted to the commission power to investigate the various companies controlling the communications systems and instructed the commission to report the results of these investigations to Congress. As a result of the uniform system of accounts which the commission ordered the various communications companies to adopt, it became possible for the first time to make accurate comparisons between various operating companies and to arrive at honest estimates of the profits they were making.

A study of the reports of the Federal Communications Commission investigations into the Bell system operations reveals the fact that since these investiga-

State commissions under leadership of Federal Government attempt to recover profits for public

tions were instituted, substantial rate reductions have been effected in every year since 1936. The following tabulation lists the amount of rate reductions by years from 1936 to 1943:

Rate Reductions by Years	
1943	\$35,000,000
1941	22,000,000
1940	13,500,000
1939	4,000,000
1938	4,500,000
1937	22,000,000
1936	24,000,000

The list totals \$125,000,000. These figures do not include reductions ordered by the State Public Service Commissions such as those discussed at the beginning of this article but are only reductions in rates which were made by the American Telephone and Telegraph parent company. If the table were expanded to include all of the rate reductions in intrastate rates which were negotiated as a corollary to the reductions made by the parent company such as the \$250,000 cut initiated by the New England Telephone and Telegraph Company, \$316,500

reductions of the Mountain States Telephone and Telegraph Company, the \$178,000 reduced rates of the Northwestern Bell Company, and the reduction by the Pacific Telephone and Telegraph Company, the total annual savings would be much greater than the \$125,000,000 shown in the table.

#### "WE'RE PATRIOTIC"

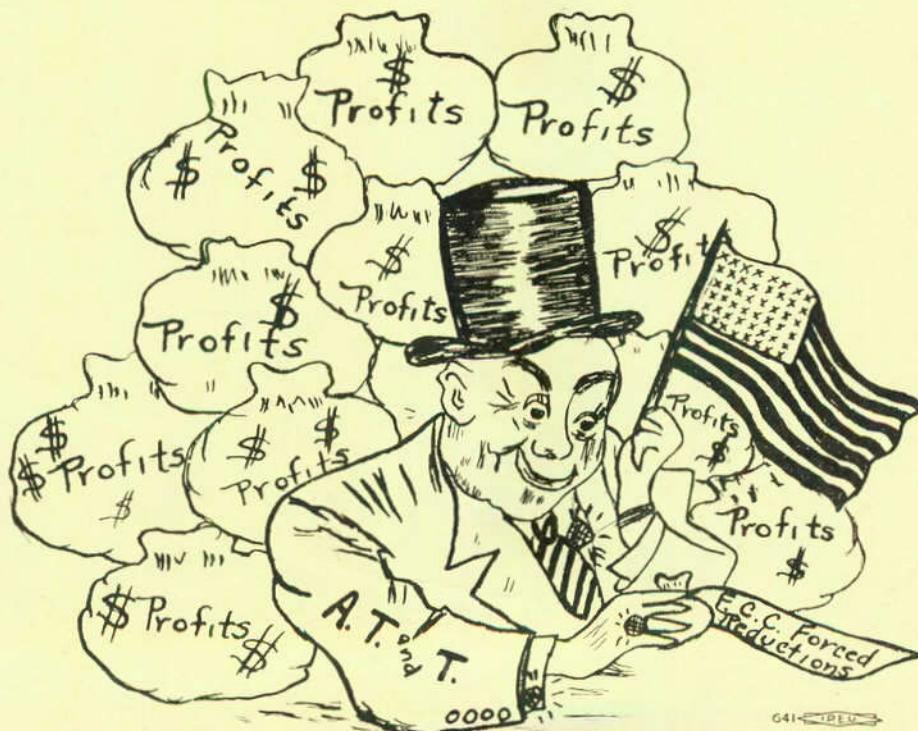
Invariably when one of these announcements of toll reductions is made the telephone company heads, when confirming the establishment of the new rates, declare that the reductions are unwarranted but that they are accepted because the company does not wish to divert its efforts from serving the public to fighting the commissions. For instance, in announcing the \$2,200,000 a year reduction in New York state rates, John W. Hubbell, president of the New York Telephone Company, stated that the reductions were unwarranted but that they were being accepted because the company could not divert any of its effort or its technical staff from important war jobs in order to continue a rate controversy.

In like manner, Walter F. Gifford, president of A. T. & T., in commenting on the agreement between A. T. & T. and the Federal Communications Commission which ended the rate case which resulted in a \$35,000,000 reduction to the public for long-distance telephone calls in 1943 stated:

"The extraordinary volume of long-distance business and the overloaded conditions of the long-lines plant have resulted, in all probability only temporarily, in a rate of earnings for the long-lines department of the company which is in excess of the average for the Bell telephone system as a whole."

"The long-lines department rates are under the exclusive jurisdiction of the

(Continued on page 419)



# A. F. of L. Sees ECONOMIC CHANGES in United States

**O**UR convention meets as the second year of our participation in World War II draws to a close, while for Europe the fifth year of war began September 1. While the American countries have thus far been spared that most grilling ordeal of war, bombing of our cities and civilian populations, we have with all other nations experienced the sacrifice of our young men and women as well as the discipline that comes from subordinating personal choice and comfort to common need and danger. Necessities of war already are controlling our habits of life and work with each continued month of war will assume greater proportions.

#### WORTH EVERY SACRIFICE

"We in the labor movement have been so close to the happenings to labor in countries ruled by dictators that we know the preservation of personal freedom is worth every sacrifice that war demands. The United States has been mobilizing its resources without reservation, and realizing that global war necessitates international cooperation and pooling of resources, we have stood solidly behind the President of the United States and his responsible assistants for the winning of this war. While we are devoted to trade unionism as our way of life, we owe a prior allegiance to our country which assures us an opportunity for a democratic way of life.

"Executive officials of the American Federation of Labor have continued to

Executive council report is document which all American citizens could read with profit

give major consideration to those problems of war government which vitally concerned labor and in connection with which we were equipped to make an especial contribution of experience and information. We believe progress has been made in the administration of war production on which we report. As to the war manpower administration, the co-operation of labor has not yet been fully recognized and accepted as essential to the program.

"In addition to reports on our relations to war administration we submit a record of efforts to unify the labor movement and to meet internal labor difficulties.

"With all the difficulties of a complex situation, however, it is our responsibility to keep the faith and honestly maintain principles of democracy for war in order to have them for peace."

#### SOUND DOCUMENT

With this stirring introduction the Executive Council of the American Federation of Labor launches its report for 1943. For a period of many years this report has been one of the soundest documents issued by any organization in America. This year the report is of special interest.

There is a complete analysis of the Wagner-Murray-Dingell Bill showing the need and reasons for the introduction of this new social security measure. The report says:

"Under the stress of war needs, for the first time in our history there are jobs for all able to work, and our national income has reached a new high of \$140,000,000,000. The citizens of this democracy will not be patient with less after the war. We shall insist upon jobs for all. We know also that no human institution is perfect, so there will be emergencies resulting in loss of jobs and interference with individual workers' income earnings, temporarily or permanently. While we have jobs we want to be able to invest in insurance to provide against the emergencies. Under the present Social Security Act all workers cannot carry insurance for income after retirement at 65 or for dependents at the time of their death, and for income during limited unemployment. It is the right of all citizens to have opportunity to invest in retirement insurance or to provide for their dependents in case of their death. This opportunity is just as much needed by agricultural and domestic workers and by small business operators as by the workers who now enjoy this protection. It is essential to that dignity of living which accompanies self-dependence. The insurance benefits paid should be adequate to maintain the self-dependence which the person earned during the years when he was able to work."

#### DRIFT TOWARD FASCISM

One of the astounding indications of the drift toward fascism in the United States is a list of the anti-labor bills introduced in the United States Congress. The number is 61.

The report points out:

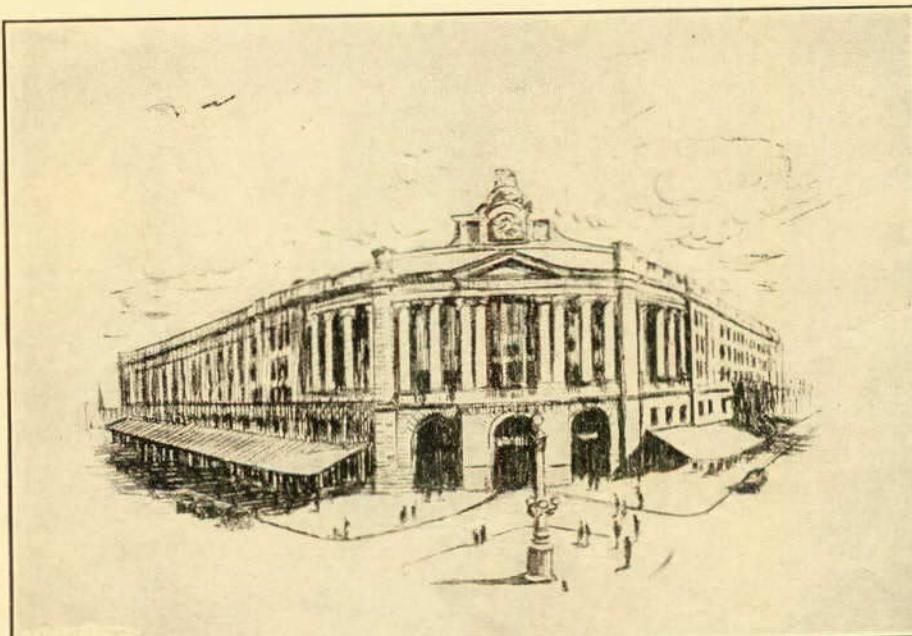
"When this war ends the return of the millions in the armed forces and the adjustment of industry from a war to a consumer basis will create an unemployment problem never previously known."

A sharp attack is leveled against the acts enacted by state legislatures crippling labor. The council rightly points out that the "wave of anti-labor propaganda in the daily press assumed dangerous proportions in the past year."

There is a strong section on the need for continued apprenticeship training under peace-time standards. The Harvard trade union policy plan is supported.

The mismanagement of the war manpower program by the War Manpower Commission is excoriated. The International Labor Office is given continued support. Price control and rationing are discussed. The plans of the American

(Continued on page 428)



SOUTH STATION, BOSTON, WHERE MAJORITY OF A. F. OF L. DELEGATES ARRIVED

*Announcer:* This is Santiago, Chile, speaking, and transcribing our special greeting to the workers of the United States by the Mutual Network.

Three foremost leaders of organized labor of the United States of North America have been on a tour of various American republics. They are the first delegation to represent the united interest of labor of their country in developing a closer acquaintance and understanding with the peoples of the other American republics, in a program of inter-American cooperation. They are here in Chile as guests of the Confederation of Chilean Workers, whose leader, Bernardo Ibanez was himself a guest of the U. S. labor movement last spring. Our United States labor delegation is composed of Edward J. Brown, president of the International Brotherhood of Electrical Workers, who was appointed to the delegation by William Green, president of the American Federation of Labor; David J. McDonald, secretary-treasurer of the United Steel Workers, who was designated by President Philip Murray of the Congress of Industrial Organizations; and Samuel Phillips, vice president of the Brotherhood of Locomotive Firemen and Enginemen, who was asked to serve as a member of the delegation by David Robertson, president of that organization, and former chairman of the Railroad Labor Executives' Association.

Messrs. Murray, Green, and Robertson comprise President Roosevelt's Victory Labor Committee and they are directly represented here by Mr. McDonald, Mr. Brown, and Mr. Phillips, respectively.

Here in the studio in Santiago are assembled the representatives of U. S. labor and officials of the Chilean Confederation of Workers, headed by its president, Bernardo Ibanez. Our first speaker will be Sr. Ibanez, who will address you promptly in Spanish and whose address will be immediately translated.

I now present Sr. Ibanez.

*Sr. Ibanez:* (Speech in Spanish.)

*Announcer:* Mr. Ibanez has just said: "It is a great honor for me to greet you from Chile, whose organized workers I represent, in whose name I salute you. During the last few days an important delegation of organized labor of your great country has visited the institutions of our Confederation of Workers in Chile, in principal centers of economic activities in our country—the coal mines of Lota, copper mines of Rancagua del Sur and factories in Santiago and Valparaiso.

Our friends Edward Brown, of the American Federation of Labor; David McDonald, of the Congress of Industrial Organizations, and Railroadman Samuel Phillips, are in these mines in Chile, receiving the homage that the workers of our country wish to express to the 12,000,000 organized workers of the United States whom they represent. They are in this way also paying tribute to the gigantic effort that the people of the north are making to defeat the Axis, in their desire to gain a just and permanent peace for all peoples. Sres. Brown, McDonald, and Phillips will tell you of the sacrifices of our workers for

# Brown's Broadcast CEMENTS South American FRIENDSHIP

American delegation  
to sister republics heard in  
United States. Friendly policy  
stated

the cause of justice and liberty and they will be, when they return to the United States, the best interpreters of the desire of the working class in Chile to bind more closely their fraternal relations and desire of cooperation with the workers of North America. Through these representatives, I salute a better future for the Americas and the world."

I now present Edward Brown, who represents the American Federation of Labor.

*Mr. Brown:* Having been here in Chile for more than a week, I have had an opportunity to observe something of the organized and unorganized workers of Chile. As a representative of the American Federation of Labor and president of the International Brotherhood of Electrical Workers, I have been interested in the efforts made by the Chilean workers in improving their way of life, while at the same time contributing to the war

effort of the United Nations. In visiting the shops and farms, I find a united people, sacrificing and producing so that all forms of dictatorship, fascism, nazism, and Japan-ism will be banished from the earth.

South America and North America, having been joined together by the Creator, the peoples of the Americas should also be a united group for the benefit of both. The interest of the American Federation of Labor in the workers of bona fide labor organizations of the American republics is not new. It dates back to the presidency of Samuel Gompers, who knew that the interest of the united workers of the United States should not be isolated from those of the workers of other democratic countries.

Our belief is that in a genuine democracy, democratic trade union movement is a by-word of democracy. We are very pleased to know that the Chilean Confederation of Workers was in the forefront of the movement in this country to break relationships with the Axis and thus enable Chile to make a more direct contribution to the great crusade against dictatorship, against Japanese militarism,

(Continued on page 418)



Courtesy Pan American Airways, Inc.

Our International President with other trade union representatives ready to fly.

# Cartels Are SUPER-GOVERNMENTS Ruling Trade

**W**HENEVER Americans look across international boundaries they see cartels. What are cartels? The international dictionary defines a cartel as a form of combination among manufacturers by which the independent firms and establishments in a particular trade or process, contract to regulate their output and, in certain cases, their prices.

When two or more industrialists in different countries agree to exchange technical information and to restrict the circumstances under which the information each gives to the other may be used and exploited, a "cartel" or "international contract" is created. The word cartel has acquired a sinister meaning because it is plain that cartels are bad as a result of at least three factors:

(1) Restrictions on raw material production contrary to the public interest.

(2) Conditions or restrictions imposed on the use or exploitation of the information.

(3) A long history of oppression and exploitation of labor.

## INTERNATIONAL TRADE WARS

International cartels are the result of the efforts of business men to circumvent the restrictions imposed upon trade since the last war, by nations in the grip of the fever of nationalism. They are, in effect, private, economic super-governments ruling over whole segments of our economy. Originally, these cartels were organized within national boundaries and, in the event of war, the trust went to war on the side of its own nation. During periods of peace great corporations of separate nations fought trade wars of their own. One of the most memorable was the fight in the 1920's between the Standard Oil Company and the Royal Dutch Shell Oil Company for foreign markets and sources of petroleum.

But in time it was perceived that the idea that agreement and a high price were more profitable than a trade war, and price cutting had just as much application internationally as it had had in other days inside of national frontiers. International price-fixing agreements became common. Germany was the headquarters for experiment and discovery—particularly in chemistry and metallurgy—which resulted in the enormous expansion of the applied sciences over a period of years. Along with this expansion, international corporations were being set up in Europe with citizens of the various nations on the boards of directors. Simultaneously a cross-licensing of patents was going on, the registration of processes and the cutting up of the international market by agree-

Dual citizenship basis created with divided allegiance. Dividends paid during war. New arrangement seeks labor endorsement

ment. These transactions were of a global character before the word global was commonly used. While the sum total of such corporations and individuals was relatively small, they exerted enormous power. This power is still increasing.

## DUAL-CITIZEN STATUS

The prime motive of the participants in these deals was transaction of business and trade. Since 1920, as international relations of this character became closer, the cartel managers found themselves in a position where their paramount interest lay in the maintenance of the international connection. These individuals, whether they knew it or not, had entered into a dual-citizenship status. For instance, a man might be a citizen of the United States, but simultaneously he was a citizen of a small international community of business men.

In an article in the September issue of Harpers Magazine, W. V. Archawski discusses cartels. As executive director of the Bank Transatlantique, he has had an intimate experience with these organizations. The article entitled "Switzerland: Foster Mother of Cartels" describes in detail the efforts of the members of this small international community of business men, who are members of the director management of international business, to profit by experience which taught them that there must be at least one "neutral" spot on the globe where cartels could do business in time of war. "Switzerland, adopting a long tradition (of neutrality) to the necessities of the period, proved to be the ideal ground where internationally owned holdings, investment funds, patent pools, license agreements, and multiple contracts grew and prospered," says Mr. Archawski. "The most strenuous efforts were made by cartel managers in Europe and America, to design the organization of the cartels so that, in the event of war, the component parts of each cartel could go on functioning and be easily reassembled when the war was over. Nothing could be more natural than for these managers to utilize the facilities of a neutral nation like Switzerland."

## DIFFICULT TO TRACE COURSE

For purposes of concealment, where ownership of patents, processes and con-



Beautiful Stockholm, center of cooperatives, has not escaped cartels, i. e. match manufacturing.

trol should not be made public, it has been possible for such ownership to pass from one corporation through several changes of ownership, making it almost impossible to trace the course from the original owners. The article points out that this has gone on until at the present time Switzerland has become an enormous cartel of international interests of all descriptions, and that the stockholders of these corporations—American, British, German, French—draw dividends from the world conflagration. This is an internationalism of a sort which the protagonists of cartels do not discuss.

An example of how this internationalism operates, authorizations and licenses have been granted by Germans to Swiss industries for the sale to the British of machine tools without which certain parts for planes could not have been manufactured in England. But these sales were made with the express condition that the British would pay in refined copper. This illustrates how a neutral can be used in war time for collusion between belligerents when such collusion is to their mutual advantage, but for obvious reasons cannot occur in plain sight.

The international cartel, in other words, is an expression of the effort to escape from the restraints which political nationalism imposed upon expanding industry. They represent an effort to restrict production or parcel it out among the domains of the great trusts. Of course, the sponsors of the cartels wanted to make money, or, in the case of the German cartels, to prepare for war. But the basic explanation of cartels is that political nationalism prevented the worldwide distribution of the products of the great industries, and the industrialists

attempted to defeat political nationalism by stealth.

#### CARTELS ARE DANGEROUS

Cartels solve nothing because their purely economic functions are too often subordinated to nationalistic ambitions, as in the case of Germany. Because of the fact that numerous American business men and corporations had been involved in very close relations with German industry and that these relations, in many instances, involved the use and control of articles and processes vitally essential to a nation at war, the anti-trust division of the Department of Justice during the past two or three years carried on extensive investigations into the operations of international cartels. These investigations brought out facts which appeared to compromise the reputation, if not the loyalty, of numerous Americans. The investigations resulted in indictments for violation of the Sherman Act being brought against such companies as Dupont, National Lead Company, Standard Oil, Aluminum Corporation of America and many others. The Assistant Attorney General of the United States presented sensational testimony in these cases and also at hearings held by the Senate Patents Committee concerning the relation of invention and patents to American free economy, both domestic and international. He painted a picture of patents as an instrument of domestic and international business policy whereby economically powerful organizations in the United States and abroad have controlled and exploited the patent grant to public disadvantage. He has charged that international cartels have dominated markets at home and abroad, and have been used as a weapon to create and enforce a policy of scarcity and to destroy or discourage independent enterprise. The anti-trust division has presented case histories which, if accepted at their face value, demonstrate that many necessities of life, basic materials required in war and even medical supplies and drugs, have been curtailed in production or have been denied to the Army, Navy, or public by unlawful control devices.

#### CARTELS CAUSE SHORTAGES

When the United States entered the war, serious shortages of essential materials such as rubber, magnesium, aluminum and others were discovered. These shortages were blamed on cartel agreements. For example, the Aluminum Corporation of America had enjoyed agreements to protect its monopoly control of the rich aluminum industry. Magnesium, a metal one-third lighter than aluminum, is made from sea water and readily available ores. By virtue of monopoly agreements with the Dow Chemical Company and I. G. Farbenindustrie, the German chemical trust, ALCOA, kept the price of magnesium at a level one-third higher than aluminum thus preventing competition between the two metals. Magnesium was vitally needed in the new and rapidly expanding aircraft industry. Germany,

which had a veto power on American production under the cartel agreement, produced 19,000 tons, or almost half the world supply in 1940; the United States produced only 5,680 tons, or 14 per cent. Now magnesium was first produced commercially in the United States, and the Dow Chemical Company controlled better patents than the Germans, which were not dependent upon the German patents. For this reason the Dow Company was reluctant to make an agreement with the Germans. ALCOA started a patent suit to force Dow into line. The suit was dropped after agreements were worked out controlling magnesium production and fabrication. As a result of this control, Germany was able to keep most of the production of this vital metal in that country, and the United States entered the war with a critical shortage in this vital metal. Also as a result of this stringent control of production, the government, through its defense plant corporation, was forced to invest \$325,000,000 in an effort to produce the necessary magnesium. This was the price the United States paid in one instance as a result of the cartel with I. G. Farben.

#### IN FAVOR OF PATENT SYSTEM

In contrast to the picture painted by Thurman Arnold of control of patents by international cartels as a means of shaping and controlling domestic and international production and prices as well as distribution, Dr. Lawrence Langner, dean of the United States Patent Bar, presents a case in favor of the patent system. His thesis is that cartels are instruments of expediency whereby discoveries and teachings of foreign scientists and artisans are secured for use in the United States. He maintains that only by such agreements can we insure the importation into the United States of such inventions conceived abroad. Dr. Langner points out that the long list of war products such as tetrazine, plexiglas, carboloy, Buna rubber, synthetic toluol, atebrin, 100-

octane gasoline, magnesium, now being utilized in winning the war would not have been available to America if the far-sighted cartel managers had not traded this information out of Germany and her satellite powers.

However, in this connection it is pertinent to point out that because of the cartels American production of several of the articles listed by Dr. Langner, particularly magnesium and Buna rubber, was so severely restricted that not until the government seized all foreign patents when the United States entered the war was this country able to take full advantage of patents and knowledge obtained by the agreements. Germany was undoubtedly able to restrict production in these and other products to her distinct military advantage.

#### ARE CARTELS A MENACE TO LABOR?

An ambitious plan has been launched in London to bring world industry and commerce after the war under the control of a giant system of inter-locking cartels, which would control the output and price of both war materials and manufactured goods. This world trade alliance would extend the pre-war system of cartels to the broadest possible extent. Corporations in the United States are searching for loopholes in the anti-trust laws which would permit their participation in this plan. ALCOA and others have found that they can get around the law by forming new companies in Canada and doing business with the cartels through these companies. The alliance is headed by Sir Edgar R. Jones, chairman of the International Tin Plate Cartel.

The plan defends cartels as "essential to keep production equitably allocated between countries and companies in tune with the maximum demand attainable." The British manufacturers who are interested in the alliance "do not deny that it is theoretically possible" that these

(Continued on page 426)



SWITZERLAND IS NOW CALLED "MOTHER OF CARTELS." GENEVA LOOKING TOWARD OLD CITY.

# L. U. 110 Maintains Fine APPRENTICE Program

NINETEEN apprentice electrical wiremen, the first group to finish their training under the provisions of the joint apprenticeship agreement of L. U. No. 110, I. B. E. W., of St. Paul, and the St. Paul Electrical Contractors Association, were recently awarded their certificates by Frank G. Musala, state director of apprenticeship.

In spite of wartime complications, including entry of apprentices into the armed services, L. U. No. 110 has maintained its apprenticeship program and expects to have a sufficient number enrolled to permit continuance of its classes in related trade instruction at St. Paul Vocational High School this fall. Gust Brissman, president of Local 110, who is also chairman of the joint apprenticeship committee, points out that their action in fostering a continuance of apprenticeship is in line with the directive to all locals from Ed J. Brown, international president.

## BIRTH OF SYSTEM

Local Union 110 established its apprenticeship system originally in 1936. It was then known as the Union School in which it was necessary for young men learning the electrical wiring trade to attend classes in supplementary instruction. Classes were run by the St. Paul school system and funds for the instructors were supplied by the union. At that time there were no written standards of apprenticeship, and the related instruction provided in these classes consisted of lecture courses and a discussion of general problems encountered on the job. These classes later came under the provisions of the Smith-Hughes and George

Despite war conditions  
trained men are inducted into  
skilled roles

Dean Acts. In that way federal and local school funds became available for payment of teachers.

The Minnesota Voluntary Apprenticeship Law which follows the pattern of federal apprenticeship standards, was passed April 21, 1939. In the fall of that year Local Union 110 appointed its members of a joint apprenticeship committee which, together with committee members appointed by the St. Paul electrical contractors, began a study of training standards for wiremen apprentices.

After more than a year of study and work by the joint committee, the set of written standards which they developed received the approval of both Local Union 110, I. B. E. W., and the St. Paul electrical contractors on April 30, 1941. The Minnesota Apprenticeship Council added its approval on May 5, 1941. About 40 apprentices were indentured under the new program, including those who were already advanced in their class work and job experience under the old plan. These latter were given proper credit in hours to apply on finishing their apprenticeship under the new joint standards of the industry.

## INDIVIDUAL REQUIREMENTS MET

Last year the joint committee determined to adopt the instructional texts and material of the Wisconsin Schools of Vocational and Adult Education prepared for the electrical wiring trade. This is a supplementary schooling program de-

veloped for a full four-year course in related trade training, arranged so that the apprentice can start in at the point where he needs training and continue to the end of the course. In this way it fits individual requirements regardless of whether one comes into the program with much or no knowledge of electrical work. This course has proved so practical in the apprenticeship class that it is to be offered as a regular part of the day classes at St. Paul Vocational High School.

Now the extension of apprenticeship standards to the electrical shop repairmen is under consideration, and all electrical shop repairmen in St. Paul have become members of Local 110. If this addition to the present program is successfully negotiated, it is believed it will be the first time in the history of the trade and industry that training in both of these branches has been included under one joint committee.

## AID TO NATION

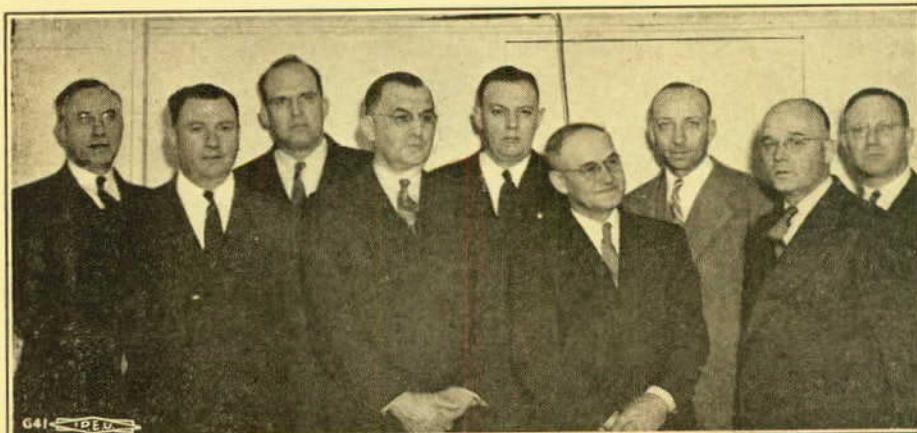
In line with the nation's manpower training needs and the best interests of the electrical trade, the Joint Committee on Apprenticeship of Local Union 110, I. B. E. W., and the St. Paul electrical contractors, plans to continue its work to promote apprenticeship training standards in that industry, according to Committee Chairman Gust Brissman. The committee is composed of six men, three from the union and three from management. The secretary of the committee is August E. Hansen, representing the St. Paul Electrical Contractors' Association.

Consultants to the committee are: Frank G. Musala, state director of apprenticeship; A. C. Taylor, vocational coordinator, St. Paul Vocational High School; James Roach, instructor of day school classes and night apprenticeship supplementary training classes; and Baldwin P. Svendsen, field representative, Apprentice-Training Service, War Manpower Commission. Both Mr. Roach and Mr. Svendsen are members of Local Union No. 110.

## CHARACTER OF THE ELECTRICAL TRADE

The electrical trade, unlike some trades, is mechanical, technical, and professional. It must draw men who have a natural aptitude in using tools and it must at the same time attract men who are gifted enough to master the intricacies of electrical science. Training must be given in the intelligent selecting and handling of measuring rules and scales; saws, drills, and taps for various purposes and metals; ropes and blocks; and a practical knowledge of the application of levers, gears, and pulleys, along with the ability to rig efficiently for hoisting and erecting equipment and materials. Moreover, mathematics, as in most crafts and professions, is basic to full mastery. Too frequently, the electrical trade is regarded merely as a mechanical art, whereas it is a combination of the mechanical, technical, and professional, for it shades in at the top to the work of the electrical engineer.

*National Apprenticeship Standards for the Electrical Construction Industry.*



Marking the award of the first certificates in the electrical trade under the Minnesota Volunteer Apprenticeship Law are (left to right): Gust Brissman, president, L. U. No. 110, and chairman of St. Paul Electrical Industry Joint Apprenticeship Committee; Raymond Quinlan, labor representative on committee; Donald Kehne, president, St. Paul Electrical Contractors' Association; Paul C. Shorr, construction representative on committee; Charles Brett, business manager, L. U. No. 110; August E. Hansen, secretary, St. Paul Electrical Contractors' Association, and secretary of Joint Apprenticeship Committee; Frank G. Musala, state director of apprenticeship; William F. Lindberg, construction representative on committee; Baldwin P. Svendsen, L. U. 110, field representative, Apprentice-Training Service, WMC.

# The YANKS Are Coming, East, West, South, North

By THE PHILOSOPHER

**T**HESE ruminations started while listening to the radio. There has been a program on for some months called "I Hear America Singing." The caption was taken from a poem by Walt Whitman.

Walt Whitman is the workers' poet. He was a migratory carpenter in his day, and sang his songs out of the life that he knew, the life of the common people. Strange, I thought, that a popular radio program would base its appeal on a poet that not so long ago was looked upon as a kind of barbarian or outcast. Maybe this was significant. Maybe the American people are catching up with Whitman, because Whitman respected work and loved workers, and he believed forthrightly in democracy.

## LISTEN! AMERICA SINGS

Here is Walt Whitman's poem:

*I hear America singing, the varied carols I hear;  
Those of mechanics—each one singing his, as it should be, blithe and strong;  
The carpenter singing his, as he measures his plank or beam,  
The mason singing his, as he makes ready for work, or leaves off work;  
The boatman singing what belongs to him in his boat—the deckhand singing on the steamboat deck;  
The shoemaker singing as he sits on his bench—the hatter singing as he stands;  
The wood-cutter's song—the ploughboy's, on his way in the morning, or at the noon intermission, or at sundown;  
The delicious singing of the mother—or of the young wife at work—or of the girl sewing or washing—each singing what belongs to her, and to none else;  
The day what belongs to the day—at night, the party of young fellows robust, friendly  
Singing, with open mouths, their strong melodious songs.*

## ANOTHER POEM OF AMERICA

After the Philosopher thus ruminated, he came to his office and found a poem by H. B. Feltwell, of L. U. No. 697. This is darned good, because it lays bare the cosmopolitan character of the American nation. It does it lightly, with spirit and with hope.

Here is Feltwell's poem. If you read it once, I think you will want to read it again.

## THE YANKS ARE COMING

*O'Malley from Chicago, and a first-class fightin' man,  
Born in County Cork or Kerry, where the gentle art began;  
Sergeant Dennis P. O'Brien, from somewhere on Ridge Road,*

America, the amalgam of many races, cemented closely by the bonds of liberty

*Dodgin' bombs and nazi bombers  
While the battle ebbed and flowed.*

*And the captain said: "O'Brien, from your fightin' company  
Pick a dozen fightin' Yankees and come skirmishin' with me;  
Pick a dozen fightin' devils, and I know it's you who can,"  
And O'Brien he saluted like a first-class fightin' man.*

*O'Brien's eye was piercin' and O'Brien's voice was clear:  
"Dmitri Anthropolis!" Dmitri answered "Here!"  
And "Michael Kaminsky! step three paces to the front,  
For we're wantin' you to join us in a little nazi hunt!"*

*"Antonio Lazura!" Antonio was to share;  
And "Ole Axel Johnson!" and "Thomas Kill the Bear!"*

*Who was Cherokee by inheritance, bred in the blood and bones,  
But on the Army record bore the name of Thomas Jones.*

*"William Wallace Forrest!" William was a bud,  
From the tree of General Forrest, and had it in his blood;  
"Don Miguel Villa!" Don Miguel's next of kin Were across the Rio Grande when Don Miguel went in.*

*"Andrew Jackson Sheridan!" Andrew's sire, you see,  
Had been at Appomattox near the famous apple tree;  
And "Patrick Michael Casey!" Patrick you can tell,  
Was a fightin' man by nature with three fightin' names as well.*

*"Ulysses Grant Lee!" and Ulysses had a pair of fightin' eyes;  
For his grandad was a rebel, as perhaps you might surmise;  
Then "Robert Bruce MacPherson!" and the Yankee squad was done  
With "Abie Isaac Greenburg!" once a fightin' champion.*

*Then O'Brien paced them forward and says he: "You Yanks fall in!"  
And he marched 'em to the captain, "Let the skirmishin' begin,"  
Says he, "The Yanks are comin'; and beat 'em if you can!"  
And saluted like a soldier and a first-class fightin' man!*

## AMERICA HOME OF ALL

Thus America is a great country. It covers a continent and harbors in its great spaces every race in the world. To be sure, evil people try to use these races

(Continued on page 419)



THE YANKS ARE COMING!

U. S. Army Signal Corps Photo

# Local Union Sees Research Basis for PLANNING

By M. L. RATCLIFF, L. U. No. 569

**F**ULL time employment for electrical workers in the building trades branch or inside electricians is a rare goal to achieve, but Local Union 569 has hit the peak and gone over the top.

In glancing over the employment report from the Research Department in my latest JOURNAL, I can see where and how our participation has and will be of estimable value not only to Local 569, but to the International Office for their postwar planning in the southern California area.

Starting back in 1933 when I was elected business manager, I saw the need of factual data with which to acquire such records and was very much in favor of the universal work card system which the International Office asked each local union to put into use to acquire this data, and I get considerable satisfaction in looking over the reports I have sent in since the start of our program in 1933, and noting the changes up to the present time.

#### DUES ON PERCENTAGE BASIS

It was quite a problem to get the members into the swing of the program of making out the work cards until I hit upon the idea of paying dues on the basis of the amount of money earned by the member. The dues of Local Union No. 569 are \$3.00 per month, and one per cent of the member's earnings. Therefore, if the member does not work, say in August, he will only pay the minimum allowed by the International Office of \$3.00, when he pays his September dues, as he pays the August earnings' percentage when paying his September dues, the percentage being based on the previous month's wages.

There have been many arguments from members who are now in this area, wanting a flat rate per month for dues, but all members who have become acquainted with our system of dues do not want to go back to the old system. The percentage system of dues collections is the big factor in getting the cooperation of the members in turning in the work cards upon which the percentage is computed.

#### GROWTH OF LOCAL NO. 569

In 1933, Local Union No. 569 had about 46 members who had survived the depression. We started to organize in the construction field and in 1934, the San Diego Exposition was beginning to take shape and we jumped to over 200 members with this activity. In 1935, the fair being concluded, we had the 1936 fair which tided us over another year. Then came the electrification of San Diego back country to

#### Research reports basis for quick change from one type of work to another

utilize the power from Boulder Dam. Being granted the jurisdiction of Imperial County, we were successful in completing negotiations with the contractors for a closed shop on Imperial Dam, and also the rural electrification of the Imperial Valley and the five subsequent power units that were to be built on the All American Canal. This work kept many of our old members employed and brought us many new ones so that by July, 1939, when most of this work was completed and the early pre-war work was getting under way we had grown to a local with about 350 members.

In August, 1939, the war work took on real significance, in that Camp Callen was started and our problems really began in regard to securing members of the I. B. E. W. to handle this closed shop job along with several other camp jobs, Camp Elliott, Camp Pendleton and Camp Lockett, which were being started in this area. We put out the call for union electricians, and as we did not

know how long these jobs would last, we worked all visiting brothers on a clearance basis, unless their cards were five years old or more.

With Pearl Harbor, and our close proximity to the war activities, the defense work in this area really boomed. The Navy started to increase the size of the marine base, an old institution in San Diego, more than doubling the size of the naval training station, and taking in almost the entire bay waterfront for the destroyer base. The naval hospital now occupies nearly all of Balboa Park (the former exposition site, some 1,400 acres). By July and August, 1942, we reached our peak with approximately 1,500 men working out of our office, and this peak continued until the first of 1943 when the work in the construction field began to wind up and at the present time we are working members of No. 569 only in this field, and our membership is slightly over 700.

#### AIRCRAFT EXPANSION

In 1935, the Consolidated Aircraft decided to leave Buffalo, New York, and selected San Diego as the city with greatest possibilities for the aircraft field with the result that they now have one of the largest airplane factories in the world located here. All construction work for these plants was 100 per cent union and some members of No. 569 have been employed on this job since the start of the project and many of them have gone to work for the company on maintenance. With the Consolidated Aircraft coming to San Diego, it was the incentive for other airplane factories starting to expand, and we now have Rohr, Solar, Ryan, and many

(Continued on page 419)



WELL EQUIPPED OFFICE OF L. U. NO. 569, SAN DIEGO. BUSINESS MANAGER RATCLIFF SEEN AT HIS DESK.

TODAY our armed forces are fighting in theaters of operation the world over. They are fighting a long, hard, bitter battle so that tomorrow the world will be a better place to live in. And what about that tomorrow? Will it bring a realization of peace and happiness that those boys who are fighting today are giving their lives for, or will it bring an era of unemployment and economic chaos that will consign our returned heroes to breadlines and apple stands on street corners? That is a question that can only be answered by the folks who are left at home and depends upon their ability to think ahead and make plans now that will prevent a recurrence of the aftermath of World War I.

Organized labor is thinking ahead and has taken a forward step in the right direction by appointing an "American Federation of Labor Postwar Planning Committee" of which Matthew Woll is chairman and the following are members: David Dubinsky, Agnes Nestor, John Childs, George M. Harrison, Richard Gray, George Q. Lynch, Reuben Soderstrom and Milton P. Webster. At their request, John H. G. Pierson, Chief of the Postwar Division, Bureau of Labor Statistics of the U. S. Department of Labor, has written a significant pamphlet called "Employment After the War." This booklet presents in concise and comprehensive form a picture of the problem which postwar unemployment will create and suggests plans or policies to be adopted to prevent this problem from arising or at least to keep it well in check and eliminate it at the first possible moment.

#### WORST THREAT IN THE WORLD

The worst threat on the postwar horizon is the possible return of mass unemployment such as existed in the thirties. A job is a simple necessity and many are haunted today by the fear that this simple necessity will be denied them. Besides this direct connection between his job and his chance for happiness, the worker recognizes that an unemployment situation produces competition for the scarce existing jobs that tends to undermine bargaining power and wage rates. It will be much harder to maintain union standards in the demobilization period if there is no conviction that the shortage of jobs in industry at that time is only temporary.

Now what are the prospects for jobs when the war is over?

At the moment when peace comes, we will probably have 11 million men under arms. A much larger armed force will be retained than that which we had in the pre-war period but it will be safe to say that between eight and nine million ex-servicemen will shortly be looking for jobs or going back to school. Meanwhile our war industries are bound to release millions of working men and women, since it takes time to change back to making cars and houses instead of tanks and destroyers. This industrial demobilization will probably displace six million persons.

The brighter side of the picture is that at the same time shrinkage is occurring

# If We Don't Plan, UNEMPLOYMENT Inevitable

A. F. of L.  
and U. S. Labor Department  
cooperate in painting picture,  
when peace arrives. Dismal if  
planning fails

in munitions manufacture, there will be expansion in other lines, some of which is likely to occur automatically and some of which can be encouraged by constructive national policies. However, for the first six to nine months more workers will be laid off than can be hired in regular lines of work, no matter how favorable conditions may be, and it appears improbable that the unemployment problem can be reduced to small dimensions in less than a year and a half.

#### UNEVEN DISTRIBUTION

The impact of demobilization will not be distributed evenly over the country but will affect some areas, industries and occupations more severely than others. In some sections of the country, like Seattle, Wash., and Norfolk, Va., the number of factory wage earners has increased more than 200 per cent. Naturally such cities, and they are spread throughout the United States wherever huge aircraft, ordnance and explosive plants are located, will be hard-hit when the government stops buying products for war.

Just as some regions will be affected more than others by demobilization, so will its effects on the different industrial components of our economy differ in intensity. Manufacturing faces the largest total decline. Contrasted with a war peak employment around 18 million, a peacetime level of 13 million is possible under favorable circumstances. Government employment—swelled to nearly six and a half million—will bear the second greatest reduction, a cut-back of perhaps two million. Transportation and public utilities are likely to decline slightly. On the other hand, trade and construction should expand considerably and some increases should be expected in finance and services, and agriculture, whose manpower the war has cut, will probably absorb a million workers.

#### MANUFACTURING WILL BE HARDEST HIT

The most spectacular decline in manufacturing will be found in the key war industries. In aircraft production and shipbuilding the reduction will be drastic. Another large contraction will occur in the manufacture of machinery and machine tools. The iron, steel, aluminum and other metal industries are expected to decline.

As far as occupations are concerned, thousands of welders, riveters, turret

(Continued on page 427)



Federal Works Agency Photo  
DON'T LET THIS HAPPEN TO AMERICA



TOWERS CARRYING POWER ACROSS CONTINENTS

## I. B. E. W. Dominates Electric UTILITY Field

*(Second in a series of articles in the private electric utility field.)*

LAST month we discussed in these pages the tremendous growth of the private electric power industry between the first and second World Wars. We noted the manner in which the utility company, the employees who work on its properties and the community which it serves all have mutual stakes in each other.

We observed briefly some of the changes in economic structure and internal organization which have occurred in the industry as a result of the Holding Company Act of 1935, then turned to an examination of the working relationships between an operating electric company and its employees, as exemplified in a typical labor agreement.

In the electric power and light industry the INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS is by far and away the largest employee organization. The Brotherhood embraces every phase of the power industry, from the erection of lines and installation of equipment, through the generation, transmission and distribution of current to the final billing and crediting of customers.

In addition to its size and its all-embracing coverage, the I. B. E. W., because of its age (dating back almost to the inception of the industry itself) and of its long experience in dealing with labor relations, is also the most stable organization of workers in the electric utility field.

This month we wish to turn our attention to the roles played in utility employer-employee relationships by three topics

Brotherhood has long record of good contract relations with great power systems

of vital concern to labor, namely, grievance machinery, seniority rules and apprenticeship training.

How has the union been able to maintain its recognized position of stability for well over half a century without sacrificing its principles or the interests of its members? Primarily it has been through the steadfast pursuit of the policy that there are other and better methods of attaining objectives than by resort to militancy, demonstrations of economic strength and violence.

This does not mean that there has been a lack of sharp and acid disagreements between the union and its power company employers. Far from it. Human nature being as it is, no employer-employee relationship, however cordial, is entirely and forever free from differences of opinion.

It does mean that the union and its employers have, for the most part, been successful in working out mutually acceptable machinery for handling any disputes or grievances which may arise between them, by the adoption of conference table methods and true collective bargaining.

### UNION AGREEMENT INSURES AMICABLE RELATIONS

The embodiment of this procedure rests in the union agreement, a duly executed contract between the parties delineating

the process by which all future negotiations shall be conducted and governing the basic working relationships between the two. Close to 80 per cent of the I. B. E. W.'s members in the electric power and light industry are covered by such written agreements.

The contract remains in effect continuously, or until modified in the manner mutually adopted therein. But grievances and disputes, including interpretations and proposed amendments of existing agreements, do occur from time to time.

Directness and simplicity in disposing of such differences are essential to maintaining industrial peace. Preferably they should be settled at the source where they develop, rather than by a decision handed down from a remote spot by persons unfamiliar with the local situation.

But if there is no possibility of resolving a difficulty directly, some machinery—previously agreed upon—must be available to each party as an impartial court of ultimate appeal.

Promptness in the settlement of disputes and grievances is another fundamental tenet of good labor relations; for if allowed to remain unadjusted the dissatisfaction may foment unrest under cover, finally breaking out with violent and unfortunate results.

It is important, therefore, that time limitations be applied at each successive step in the grievance machinery, in order that the proceedings may not drag out indefinitely.

### HOW I. B. E. W. SETTLES DISPUTES

The I. B. E. W. has a wide variety of dispute settlement plans in effect in the electric utility industry. One of the commonest forms provides that when a presumed injustice or an argument cannot be solved directly by the worker involved and his foreman or immediate supervisor, then the matter shall be taken up between the business manager of his local union (who may or may not be accompanied by members of a grievance committee of the local) and a person (or persons) designated to represent the company.

In the event of continued failure to resolve the difficulty, the matter may be referred, upon the request of either party, to a six-man (occasionally two-man) board, members being selected in equal numbers by the union and the company. If this board cannot reach a majority decision within the agreed time limit (as within 10 days or 30 days) they must proceed immediately to select a seventh member to serve with them.

If, however, the six are unable to mutually agree upon a seventh member within 10 days, the issue is automatically referred to the presidents of the I. B. E. W. and of the company, or their designated representatives, who will then seek to conciliate in the matter. Failing to do so within a limited time the two must select a third, disinterested member to serve with them on a three-man board of arbitration.

If unable to select such third member in 10 days, then the agreement provides that the third member shall be appointed by the director of conciliation of the U. S.

Department of Labor, by the chief justice of the supreme court of that state, by the federal judge of the U. S. district court having jurisdiction, or by some such authority. The majority decision of the board is final and binding upon all parties.

#### PRAISEWORTHY ARBITRATION SYSTEM

Among the many utilities having arbitration systems shaped along these general lines we might mention a few:

Northern Indiana Power Co.  
Public Service Co. of Indiana  
Northern Indiana Public Service Co.  
Gary Heat, Light and Water Co.  
Consumers Power Co.

Some of our agreements impose numerous intervening steps between the origin of the dispute and the formation of an arbitration body, by carrying the matter successively from the immediate supervisor to the company's local or district manager, then to its division manager, to its operating vice president or director of personnel and finally to its president. Such a procedure has both advantages and disadvantages. It probably increases the opportunity for settlement by persons familiar with the local circumstances, but it also offers greater opportunity for extended delay in reaching the ultimate answer to the problem should either side desire to prolong the case. A few agreements provide for immediate procedure to arbitration upon reaching the first impasse.

#### SENIORITY RULES

Rules of seniority present a wide area for genuine collective bargaining. They are founded upon a sense of justice and the feeling of "right to one's job" which develops through years of faithful service. Used as the basis for promotions, job tenure and rehiring after temporary lay-offs, seniority provisions fulfill numerous purposes. We shall mention only a few.

First, they prevent unjustifiable demotions or transfers with loss of status, circumvent consistent refusals of promotions, and protect against discriminatory lay-offs or non-reinstatements in reduction or augmenting of working forces. Second, they act as a bar to the employment of inexperienced workers as long as experienced ones are looking for jobs. Third, they mutely acknowledge the social necessity for shielding the older worker with a long service record who, because of his age, will have greater difficulty than a younger one in finding new employment.

Finally, employers have generally come to perceive that recognition of faithful service is reflected in greater loyalty on the part of the worker. Knowledge that he is appreciated and that the door is open to him to progress, as far as his ability will permit, makes him reluctant to strike or engage in suspension of service.

The seniority status of an employee may be defined, by agreement, as the length of either his *continuous* or his *cumulative* service with the employer. The majority of seniority plans among power company employees require that a worker laid off for reasons beyond his control

retains his seniority status, as of the date of his discharge, providing he is re-employed within a given period (as within one or two years).

The union, on numerous occasions, has taken the position that an employee thus laid off and re-engaged experiences a double injury in that he not only suffers the unemployment but also loses seniority which retained employees continue to accumulate during his period of furlough.

#### MANY AGREEMENTS HAVE MORE LIBERAL RULES

Many of our agreements now provide that if a worker is away from his job because of an injury received while on duty (and sometimes also in cases of illness) his seniority continues to accumulate during his absence, or for a limited period, such as for six months.

Seniority ratings may be applied on the basis of continuous or cumulative service either (1) within a specific operating division or unit of the company or (2) within a particular occupational classification on its properties. But actually most seniority systems prevailing among I. B. E. W. utility employees represent a combination of these two bases, by providing that seniority shall be computed within a specific occupational group within a particular plant, department or commercial division of the employer.

In general, seniority rules require that when labor forces within a given classification and group must be reduced because of lack of work, persons most recently hired shall be first laid off; those most recently laid off shall, when forces are increased again, be the first re-employed, providing they are available and sufficiently qualified and experienced for the job. Frequently the company insists that

certain standards of physical fitness be met.

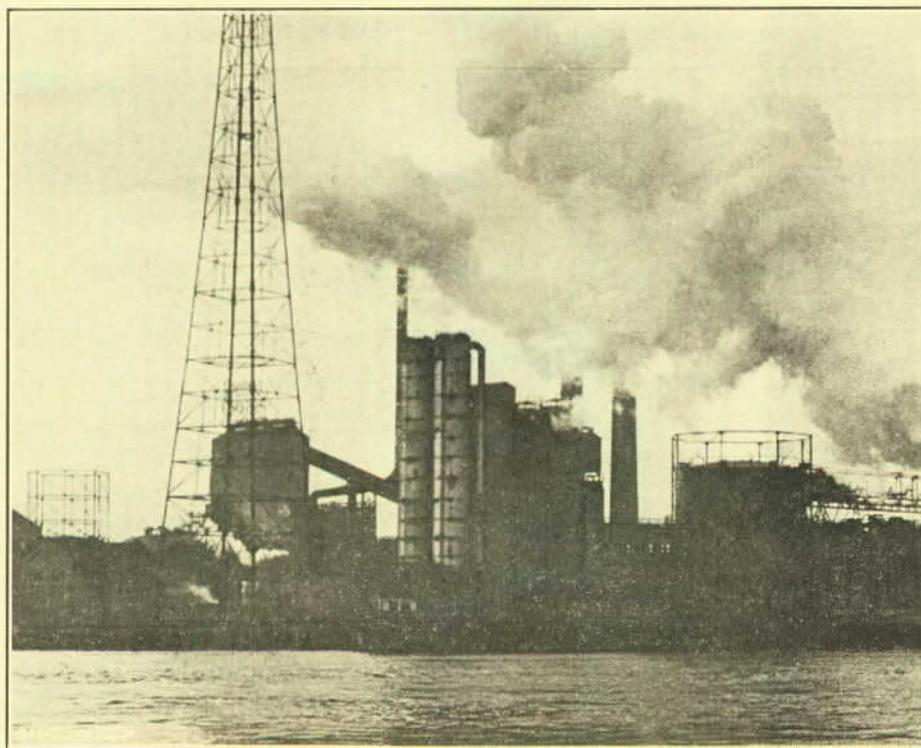
It should be noted that when straight divisional seniority plans are adopted the employee with a long service record should be protected, in the event of necessary lay-offs or demotions, by permitting him the opportunity of transfer to some other division or occupational group in which he can qualify.

#### AGREEMENTS INSURE FAIR PLAY

When an employee transfers from one occupational group or division to another a delicate question frequently arises as to his seniority status relative to the group he leaves and to the group which he joins. In seeking a balance of fair play to both the employee concerned and the group he enters, many agreements provide, in essence, that the employee may exercise in each group the seniority which he has built up within that group until such time as his seniority in the new group equals that which he had in the old group (at which time his seniority rights in the old group cease) and also providing that for the first six months of his employment in the new group he may not exercise his seniority rights within that group.

Military service is a subject of seniority rules clauses in many of our utility agreements. Sometimes these clauses merely incorporate the basic rights granted under the selective service law of 1940, namely, that persons discharged from military service shall be re-employed "without loss of seniority" and "to a position of like seniority, status and pay," provided they are still qualified to perform the duties and apply within a statutory limit of 40 days after discharge.

(Continued on page 428)



Courtesy "The Power and the Land"

GREAT INDUSTRIES SERVED BY ELECTRICAL POWER

# Formulae Developed for Estimating LABOR on Jobs

By FRANK METZGER, L. U. No. 602

(Second of two articles)

## A PROJECT SELECTED FOR COMPARISON

To show the effects and application of the notations that appeared in last month's article, as applied to estimating, it will be convenient to exhibit, for comparison, the labor record of a completed project. The project selected, while not a large one, was completed under the supervision of the PWA. The building with a full basement and three floors, built in an L shape, was an addition to a hospital. The outside walls, as well as the inside corridor walls, were brick and wall bearing.

**Floor Construction.** — Corridors were 5-inch flat concrete slabs. Baths and toilets were 2-inch flat concrete slabs, poured on high rib lath. The lath was placed on O. T. steel joist. O. T. steel joist and wood flooring were used on all the room floors.

**Ceiling.** — Metal lath. The ceiling was installed first, and then the partitions were built. The room partitions were 2-inch metal rib channel with metal lath on each side.

In the steel joist construction, the conduits were goose-necked into the back of the outlet boxes. This placed the conduit conveniently to tie against the lattice

Estimator of long experience gives valuable tips on evaluating labor costs

work of the joist, and also facilitated the wire pulling and spotting the outlets. The outlets were in alignment; the conduit was cut for the center to center of rooms; measurement taken from the floor plans. After this operation, the conduit was impelled through the lattice work of the joist, lined up and tied.

The ceiling outlets that were in alignment required only one-third the time to install as those that were not in alignment, in this case, the same floor construction, and the same number of conduits entering the outlet box.

The outlets that were not in alignment required considerable more time in measuring and spotting to their location. The following is a break-down on the outlets for this particular project:

122 ceiling outlets
1 outside bracket
4 three-way switches
99 single pole switches
79 flush receptacles
10 telephone outlets
20 signal lights (over doors)

25 calling stations
3 annunciators
6 electric panels
1 telephone cabinet
3 safety switches
2 electric services
1 telephone service
3 heater outlets

This project has a total of 379 outlets. The list of material given below was taken from the invoices for the material shipped to the job. It will be convenient to list this material in two parts. (1) roughing-in, and (2) finishing. The roughing-in time should be separate from the finishing time, if for no other reason than for comparison.

The man-hours on this job can be divided into three parts; (1) roughing-in; (2) finishing; and (3) a parcel of time belonging to job expense. This part and parcel of time may vary in magnitude in different organizations.

In this list of material, for estimating the roughing-in labor, a unit "C" factor will be utilized.

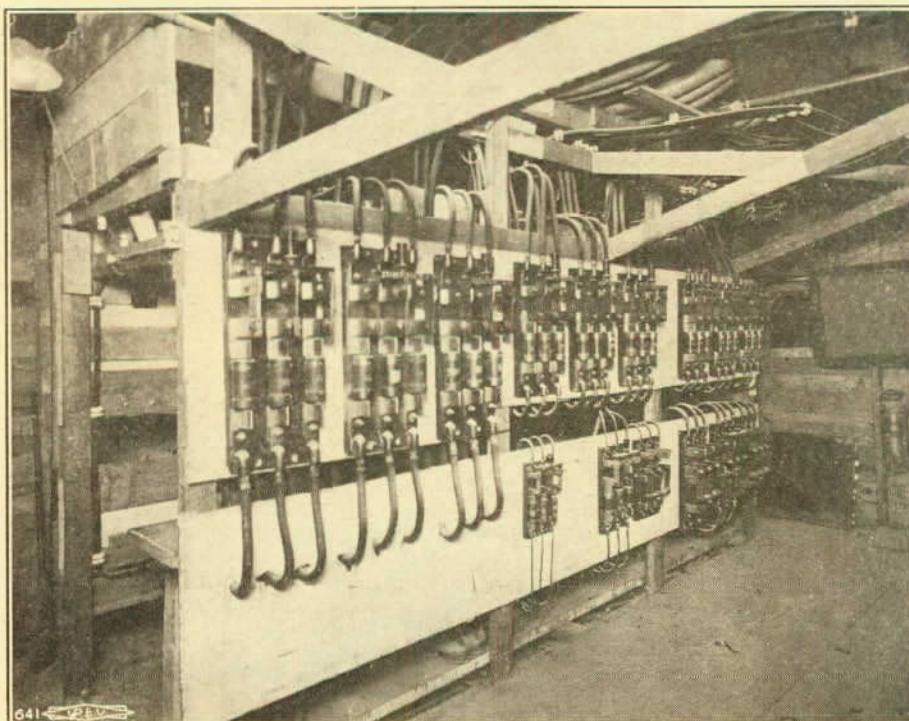
Material	Quantities	Mathematical conception	Extension in hours
2" conduit	100'	100x8/50	16.00
1½" conduit	80'	.80x8/67	9.75
1¼" conduit	200'	200x8/80	20.00
1" conduit	200'	200x8/100	16.00
¾" conduit	950'	950x8/133	57.15
½" conduit	4280'	4280x8/200	172.40
Outlet boxes	225	225x8/40	45.00
Switch boxes	225	225x8/40	45.00
36"x30"x6"			
telephone cable	1	2(3x2.5x0.5)	7.50
Annunciator boxes	3	2(1.5x0.875x0.25)3	1.95
Lighting panels	4	720/100	7.20
Main light panel	1	400/100	4.00
Main power panel	1	200/100	2.00
200 amp. safety switch	1	200/100	2.00
100 amp. safety switch	1	100/100	1.00
60 amp. safety switch	1	60/100	.60
Estimated time			407.55

The actual time required to install the roughing-in material for this job was 405.5 hours. There was a small amount of the above material returned; apparently, the estimated time is just a mite short.

The estimated time in the finishing caption, while apparently long, could be reduced. Fortunately no difficulties were encountered in finishing.

Material	Quantities	Mathematical conception	Extension in hours
Single pole switches	100	10x100/100x1	.10.00
3-way switches	4	10x 4/100x1	.40
Heater switches	3	10x 3/100x1	.30
Receptacles	80	10x 80/100x1	8.00

(Continued on page 432)



WORKMANLY JOB

# Inspectors See Value of MAINTENANCE Work

*The International Association of Electrical Inspectors, the organization of electrical inspectors, charged with legal responsibility of upholding high installation standards, calls attention to standards in electrical maintenance work.*

## GENERAL

EFFECTIVE maintenance of electrical equipment begins with proper application and correct installation. Manufacturers' bulletins describing specific items of equipment are usually the best guides to proper application. The National Electrical Code is the accepted standard for safe installation.

The purpose of maintenance is to prevent the occurrence of trouble in electrical equipment. This is best accomplished by preparing a regular maintenance schedule, covering all equipment, and following it closely.

The following paragraphs provide a general guide for the maintenance of electrical equipment. More frequent inspections may be required for equipment in dirty or damp locations, or for equipment subjected to severe loading conditions. Wherever possible, obtain the specific maintenance instruction sheets accompanying each piece of equipment and follow their recommendations.

## SUBSTATION EQUIPMENT

### Transformers

Test temperatures of transformers operating at full load at least once a month. Oil temperature of oil-immersed self-cooled transformers should never exceed 90 Centigrade and such transformers should not be permitted to operate for long periods of time above 80 Centigrade.

Check oil level in transformers every three months and replace leakage and evaporation loss. Inspect for oil leaks in transformer tanks. Check ground lug and ground circuit.

Condition of transformer oil should be tested at least once each year. If the dielectric strength is less than 18 kv, oil should be reconditioned. New oil should be tested before being placed in transformer and should have a dielectric strength of at least 18 kv.

### Lightning Arresters

Inspect all lightning arrester connections in early spring just before lightning season and every other month during summer. Measure ground resistance just before lightning season begins; if it exceeds five ohms, make necessary improvements to lower it to five ohms or less. Never run ground wire through iron or steel pipe for protection against me-

chanical injury unless wire and pipe are bonded together.

## WIRING

### Wires and Cables

Wiring systems subjected to vibration should be inspected monthly. All mechanical connections such as locknuts, bushings, etc., should be tightened. Bond wires and ground connections should be checked. Check system to make certain that no hazards have developed since last inspection such as oil or water leaks near raceways, steam pipes installed near cables or raceways, high temperature conditions developed in vaults or special rooms, etc. Examine all wiring in switch boxes, motor connections, etc., for possible mechanical injury. Where vibration is not present, this inspection should be made annually.

Examine drop cords and portable cables every three months when in regular use. Repair any damage or severe wear such as found at point where wire enters lamp sockets, plugs, and portable appliances. Keep extension cords away from radiators, steam pipes, nails, hooks, and other metal objects. Keep rubber cords out of sunshine as much as possible and free of oil, grease and chemicals. Keep lamp guards in place.

### Switch Boxes, Panel Boxes, etc.

Inspect all metal boxes of the wiring system monthly. (In locations that are particularly dusty, boxes should be cleaned out weekly.) Make certain that all covers fit tightly and are in place; keep all unused "knockout" holes plugged tightly. Bond wires and ground connections should be checked.

### Fuses and Switches

Inspect all fuses twice each year to ascertain that circuits are not overfused. Keep fuse clips clean and tight and check all connections to prevent overheating. Inspect closely for any evidence of overheating as a result of high resistance contacts or overloads. Examine refillable fuses, replacing charred cases, making certain that cases are refilled with links of proper rating, and that fuses are assembled tightly.

Inspect switches at same time fuses are checked. Inspect closely for evidence

International Association of Electrical Inspectors issues guide to effective electrical maintenance



Victor Tousley, well-known general secretary of inspectors' organization.

of overheating as a result of high resistance contacts or overloads. Check operation of "quick-break" features, etc.

## LIGHTING EQUIPMENT

### Need for Regular Maintenance

Lack of maintenance of lighting equipment may reduce available light by as much as 50 per cent or more. This loss represents a loss in investment, increased operating expense, and may cause accidents and production loss. Type of maintenance schedule needed will vary widely with type of plant and size of installation but it should include the following five-point program:

1. Provide easy access to all luminaries
2. Clean luminaries regularly with soap and water
3. Replace lamp outages promptly
4. Paint walls and ceiling light colors and keep them light
5. Maintain rated voltage at luminaries

## CONTROL EQUIPMENT

### Keep Equipment Clean

In dusty locations, clean and blow out all starting switches, compensators, controllers, and air circuit breakers at least weekly. Do not allow dust or dirt to accumulate on high voltage bushings or terminals. Do not permit an accumulation of dirt, oil, grease or water on the operating parts of control equipment. In damp or corrosive atmosphere, paint control parts quarterly or semiannually. In clean locations semiannual cleanings will suffice.

### Check Mechanical Conditions

The mechanical condition of all control equipment should be checked weekly if subject to vibration or monthly otherwise. Tighten all nuts and screws, examine electrical and mechanical connec-

(Continued on page 427)

# Brotherhood Votes to Aid MILITARY Membership

THE session was presided over by Chairman Paulsen. All members reported present, on roll call, to wit:

C. M. Paulsen, C. F. Preller, Charles Foehn, D. W. Tracy, F. L. Kelley, William G. Shord, Harry Van Arsdale, Jr., J. L. McBride, D. A. Manning.

The minutes of the June, 1943 council meeting were read and approved.

International Secretary Bugnizet reported that Mrs. David Donovan, widow of member David Donovan, had written with reference to the action of the International Executive Council on her request for further consideration of prior pension payments. The International Secretary advised that he had acknowledged the letter and furnished Mrs. Donovan the further information she had requested, and that he had received no further communication from her with reference to his last letter.

Other matters referred to the international officers for action at the June, 1943, council meeting will be taken up for disposition later on in the council's work.

Chairman Paulsen appointed Executive Council Members C. F. Preller and Charles Foehn as the committee on audit. They were instructed to examine the audit of the I. B. E. W. for the three months' period ending June 30, 1943, as reported by the firm of Wayne Kendrick and Company, C. P. A.'s employed by the International Executive Council, and to report their findings to the council before its adjournment.

The chairman referred the audit of the Electrical Workers' Benefit Association for the first half of 1943, as submitted by the firm of Wayne Kendrick & Company, C. P. A.'s, to the committee on audit, with instructions that they report their findings back to the council, for the council to act upon and present a report to the trustees of the E. W. B. A. at the semi-annual meeting of the trustees.

The applications for pension which were presented by the following named members were examined:

	Formerly of	
I.O.	L.U. No.	
I.O. Adams, Ernest L.	702	
I.O. Baker, Harry C.	139	
I.O. Dallas, Herbert A.	103	
I.O. Davis, Carl B.	305	
I.O. Evans, John	134	
I.O. Hayes, Morgan Wheeler	86	
I.O. Kenney, William J.	817	
I.O. Naylor, William H.	397	
I.O. Trautman, Charles G.	134	
I.O. Weiler, William F.	197	

Minutes of third regular quarterly meeting of the International Executive Council

L.U. No.

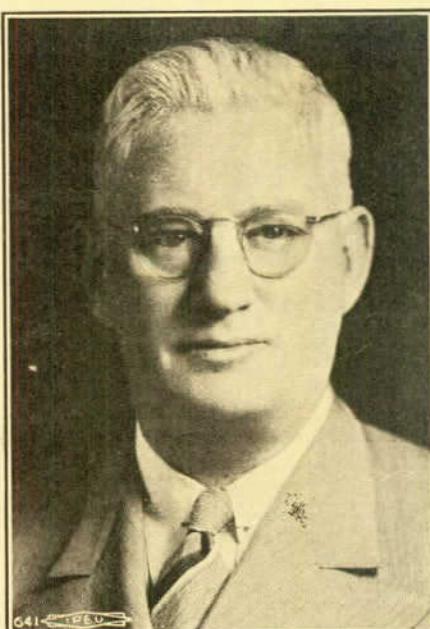
- 1 Gueck, August William
- 1 Hayes, John B.
- 3 Bomert, Adrian
- 3 Bowden, Walter
- 3 Curran, Philip A.
- 3 Falkenberg, John
- 3 Gerow, John W.
- 3 Hagrup, Henry
- 3 Harsch, Charles A.
- 3 Hughes, William H.
- 3 Keneske, Anthony J.
- 3 Nielsen, John
- 3 O'Neill, James
- 3 Ruckle, Louis
- 3 Scheuplein, Henry A.
- 3 Schneider, Charles Joseph
- 3 Shapiro, Jacob
- 3 Smith, George C.
- 3 Tierney, Harry M.
- 9 Bohanan, Grant
- 9 Hogan, Joseph M.
- 9 Hull, Arthur
- 9 Johnson, Alfred
- 9 Mattes, Gustave A.
- 9 O'Dowd, John E.
- 9 Perry, Henry
- 9 Tuttle, George E.
- 9 Wilson, Charles C.
- 9 Wokersin, Henry
- 17 Landy, Edward J.
- 17 Taylor, Richard
- 34 Reeves, Charles A.
- 38 Stahl, Miller
- 38 Young, William J.



CHARLES PAULSEN  
chairman, I. E. C.

L.U. No.

- 39 Grow, Philip J.
- 39 Van Zeben, Herman
- 41 Carroll, Frank E.
- 41 Oesterreich, Albert
- 44 Warren, Harry J.
- 46 Nyce, Joseph C.
- 48 Richardson, John H.
- 48 Zey, V. J.
- 52 Garrison, William
- 53 Wade, John
- 58 Jensen, Harry B.
- 59 Landrum, Frank M.
- 65 Springer, Chris J.
- 73 Killion, Dock B.
- 73 Madson, G. L.
- 104 Donohue, Thomas J.
- 104 Dunlop, Thomas
- 110 Dunn, Joseph W.
- 116 Swor, Holman
- 125 Norris, Charles A.
- 129 Ward, Hallie R.
- 134 Dillon, Burt C.
- 134 Matthies, William H.
- 134 Nelson, John G.
- 150 Holmsted, Egil K.
- 160 Clark, Eugene M.
- 164 Bauckham, George F.
- 186 Keeley, William Edward
- 195 Eisenbech, Frank A.
- 202 Lamb, West F.
- 214 Coulter, Walter A.
- 214 Weir, Thomas R.
- 312 Morgan, R. M.
- 326 McGravy, James F.
- 347 Bristow, William Frank
- 348 Henderson, Duncan
- 348 Lamb, John Thomas
- 481 Du Bois, Robert H.
- 537 Wilson, Lorenzo D.
- 569 Stout, Edward F.
- 584 Haggard, L. L.
- 702 Reed, William E.
- 817 Zyldes, Michael



D. A. MANNING  
secretary, I. E. C.

The council found that the aforementioned applications were made in accordance with the provisions of the International Constitution, and that the official records support the applicants' claims as to pension age and continuous standing in the BROTHERHOOD; therefore it was decreed, upon motion which was

(Continued on page 420)

# Necessity for Proposed Assessment

THE 1941 convention of the Brotherhood referred to the International Executive Council the pension question, for study, in order to make recommendations to the next convention. As the convention has been postponed by the membership on account of the war, the International Executive Council proposes a plan to take care of the situation.

The action of the 1941 convention of the Electrical Workers' Benefit Association, on the question of an increase in monthly assessments, left the same to the trustees. The laws of the benefit association provide trustees with power to raise the assessment rate, or the number of assessments per year, but neither the laws nor the convention action on this question meet the situation, for the reason that the laws of the Brotherhood provide the amount of per capita per month that each member must pay, and to make any change in the amount of payment by the members requires convention action or a referendum of the membership, in order to eliminate the necessity of amending several sections of the constitutions, leaving that task to be done by the next convention.

The International Executive Council's proposal to take care of this situation and the pension question by an assessment plan to operate until the next convention, disposes of both propositions without the necessity of making changes in either constitution.

## D. C. INSURANCE DEPARTMENT ACTS

The Insurance Department of the District of Columbia has just examined the benefit association and made timely recommendation, and the membership, in acting favorably at this time on the recommendation of the International Executive Council to meet the recommendation of the Insurance Department of the District of Columbia, as well as the situation existing with the Michigan Insurance Department on account of the wording of the Michigan State Insurance Code, will be building for the future soundness of the benefit association, and making provision for meeting its future obligations.

Should the membership fail to adopt the plan presented, the only thing that the trustees of the benefit association can do to meet this important obligation is to lower the benefits by 50 per cent, leaving the present 90 cents payment to meet that obligation. This means that members with one year's continuous standing would be protected for a \$150.00 death benefit, and members with five or more years' continuous standing would be protected for a \$500.00 death benefit, with all others between the minimum and maximum benefits reduced in the same manner. The trustees are given this power under the present laws, and this action would not necessitate the amendment of the laws by referendum. We are sure that the members do not desire that the trustees be forced to take this action. The suggested assessments would make the monthly payment by each member, to the benefit association, \$1.20 or less than 30 cents a week for this valuable protection.

For the benefit of the membership, all this material will be published in the November issue of the *WORKER*, including the pension data furnished local unions for pension committees, and the verbatim recommendations of the insurance department of the District of Columbia.

## AMOUNT OF PROPOSED ASSESSMENT

The Executive Council's plan to solve for the moment the

two questions, without the necessity of amending the laws, ordered a referendum submitted to the membership recommending its adoption: that starting January, 1944, to and including June, 1944, each beneficial member pay a one dollar (\$1.00) assessment per month; and that starting July, 1944, and each month thereafter until the next convention, said assessment be reduced to fifty cents (50c) per month; such payment to be divided as follows:

Of the \$1.00 assessment, 70 cents to be placed in the pension fund, and 30 cents in the mortuary fund of the benefit association.

Of the 50 cents assessment, 20 cents to be placed in the pension fund, and 30 cents in the mortuary fund of the benefit association.

Adoption of the above plan means that for the first six months of 1944 each beneficial member will be paying into the pension plan \$1.05 per month for a \$40.00 per month pension payment, and from then until the next convention 57 cents a month for the same purpose; and until the next convention, paying \$1.20 a month into the E. W. B. A. for the death benefit plan.

The above amounts, stated for each fund, are the combined amounts of the per capita apportionment in the constitution to these funds, plus the portion of the assessment allocated to the two funds.

## COMPARED WITH PRIVATE INSURANCES

Insurance companies would charge, for a ten dollar (\$10.00) per month annuity, payable when the person carrying it reaches the age of 65, approximately as shown in the following table. The plans of insurance companies differ somewhat from ours, but in the table of costs below, is estimated what would be their charge if they would write our plan—five year periods being used to show the difference in cost at those years that the annuitant starts paying for the ten dollars a month annuity which he is to receive from the time he reaches 65 until his death—a provision similar to that of our pension plan:

Age	Approximate Cost per Month per \$10.00 a Month Annuity
20	\$.28
25	.36
30	.45
35	.59
40	.78
45	1.08

These figures are the standard rates of a company, reduced to one-quarter of their rate to allow for the difference in their plan and ours. Multiply the rate in the above table by 4 and you will have the cost for a \$40.00 a month annuity. Committees could contact insurance agents for their rates for similar coverage. Of course our plan must have a uniform rate, regardless of the age at which the member is admitted under the plan.

Now social security is supported by a percentage contribution from the worker's salary, and a similar amount paid by his employer. At the present time the rate is one per cent of the worker's salary, and a similar amount payable by his employer. On reading the table, the 20-year basis will give you a fair idea as to cost. Take the \$150.00 monthly earnings of

# Necessity for Proposed Assessment

an employee—it would cost him \$1.50 a month and the employer would pay the same amount, or a total of \$3.00 a month actually paid in for 20 years, for the employee, on reaching 65 years of age, to receive \$36.00 a month, and the one per cent rate now provided for will be increased to two per cent for employee and employer next year, making a total payment of four per cent of employees earnings.

## SOCIAL SECURITY BENEFITS

The present law provides as per the following table:

	Monthly Payment to Worker at 65
<i>Average monthly pay</i>	
<i>3 years' coverage:</i>	
\$ 50 .....	\$ 20.60
100 .....	25.75
150 .....	30.90
250 .....	41.20
<i>5 years' coverage:</i>	
\$ 50 .....	\$ 21.00
100 .....	26.25
150 .....	31.50
250 .....	42.00
<i>10 years' coverage:</i>	
\$ 50 .....	\$ 22.00
100 .....	27.50
150 .....	33.00
250 .....	44.00
<i>20 years' coverage</i>	
\$ 50 .....	\$ 24.00
100 .....	30.00
150 .....	36.00
250 .....	48.00
<i>30 years' coverage:</i>	
\$ 50 .....	\$ 26.00
100 .....	32.50
150 .....	39.00
250 .....	52.00
<i>40 years' coverage:</i>	
\$ 50 .....	\$ 28.00
100 .....	35.00
150 .....	42.00
250 .....	56.00

Now our problem under our present law is that we have 1,558 members on pension, and about 60 more who are temporarily off the pension list, working in the war effort, but who will return to the pension list when their employment ceases.

Moreover, the following additional number of members may go on pension in the next five years, which would materially increase the above figure:

We have 1,004 members who are 65 years old or over, and who have 20 years or more continuous standing, making them all eligible to be placed on pension immediately if they should make application.

Then the following:

We have 533 members 64 years of age or over, but not 65, with 19 years' continuous standing.

We have 606 members 63 years of age or over, but not 64, with 18 years' continuous standing.

We have 634 members 62 years of age or over, but not 63, with 17 years' continuous standing.

We have 778 members 61 years of age or over, but not 62, with 16 years' continuous standing.

We have 775 members 60 years of age or over, but not 61, with 15 years' continuous standing.

There may be some—for instance among the 60-year-old members—who have 18 or 19 years' continuous standing, but I have given you the minimum years' standing, which is 15 years for that group. The same applies to all the other groups.

So you can see how many—if they maintain their standing—will be eligible when they are 65. It means that over a five-year period, unless death intervenes or they drop their membership, we may have 5,948 members eligible for the pension. This is a maximum possibility.

As to our death rate at present among members on pension, I had a computation made to cover the last five years. This computation shows a larger number of deaths than in any previous period during the operation of the pension plan. It shows that the average of 77 members a year died while on pension, during that period.

The average length of pension payments is about five years and seven months. This average is low because our plan is young. We will not get a real average until our plan has run 30 to 40 years.

## LOW PENSION RATES

Now our plan went into effect in 1928, a little less than 15 years ago. The payment to the fund is 37 cents a month per member, or \$4.44 a year.

As a simple calculation—our plan provides that when a member reaches 65 years of age, and has 20 years' continuous standing, he may apply for the pension if he is retiring from the trade, and if admitted he receives \$40.00 each month. The fund pays his per capita tax, which is now \$2.00 a month, to maintain his continuous standing, and when he dies \$1,000.00 is paid from the death benefit fund to his beneficiary. For the pension and other benefits he pays his local union dues, and the local, from those dues, pays to the I. O. a per capita tax of \$2.00 a month, of which 37 cents is placed in the pension fund, 90 cents in the death benefit fund, and the remaining 73 cents per capita is divided among the other funds, in accordance with the provisions of the constitution.

Therefore, our member, if he establishes 20 years' continuous standing and reaches the age of 65, and is admitted to pension, is in line to receive \$480.00 a year, besides which the pension fund pays \$24.00 a year for him as his per capita tax, and his standing is maintained at no cost to him until he dies.

Now what is the cost for the above? Well, the member pays for the pension \$4.44 a year. Multiply that by 20 years, and the result is that in 20 years the member has paid a total sum of \$88.80 to the pension fund. Now of course our pension fund is not that old—it is only 15 years old—and we have been paying members' pension for that length of time. The first members admitted to pension had paid only three months into the newly established pension fund.

## TYPICAL MEMBER'S PAYMENTS

The following is an example of one pensioned member who has passed away: he was on pension for 177 months, or 14 years and 9 months, and he received \$7,080.00 for the above

## Necessity for Proposed Assessment

period, in addition to which the pension fund paid his per capita tax of \$2.00 a month amounting to \$354.00.

Example: Received \$7,080.00—pension payments

\$354.00—per capita paid for him
1,000.00—death benefit paid his heirs
—————
\$8,434.00

He became a member on December 11, 1902, paid a \$105.00 initiation fee and went on pension in April, 1928; therefore, paying dues from 1903 to 1928 to the various local unions of which he was a member, it is estimated that the maximum he paid for initiation fee (which amount is known), and dues for 25 years, was \$2,180.00, and besides receiving all the economic benefits for which he joined the organization, at the time expecting nothing else—as these benefits became effective 25 years after he joined the organization—for the above payments that he made to the local unions he was a member of as monthly dues—he and his heirs received \$8,080.00.

### VALUATION

As at December 31, 1942, the association had 160,291 members having benefits in force amounting to \$85,301,350.00.

A test was made of the association's tabulation to ascertain if there was an in force card for each member and that such cards were properly tabulated.

The insurance laws of the District of Columbia do not require benefit associations to include reserves in their annual statements, therefore we have omitted same in preparing the financial statement in this report.

In order to determine the amount the association should have on hand to pay its future obligations without change in the basis of collections, on the assumption that its mortality will be the same as that set forth in the National Fraternal Congress mortality table, and that the rate of interest will be 4 per cent or more, we have added to the total actual mortuary fund assets as shown in the financial statement, a contingent asset amounting to \$27,143,927.10 for the present value of future net contributions. The mortuary fund liabilities have been increased by the sum of \$55,779,-063.15, which represents the present value of promised benefits. The result shows the assets—actual and contingent—to be 62.88 per cent of the actual and contingent liabilities.

For the period reviewed, the actual to expected mortality was as follows:

1938	92.48 per cent
1939	85.69 per cent
1940	88.07 per cent
1941	83.94 per cent
1942	75.73 per cent

### COMMENTS

As at December 31, 1942, the Association had been in operation for twenty-one (21) years. During that period it acquired a membership of 160,291, with benefits in force of

\$85,301,350.00. The admitted assets were \$8,315,571.46 and unassigned funds amounted to \$8,149,201.39.

As previously mentioned, only one form of certificate is issued. It is a whole life contract with death benefits in graded amounts for the first five years and is without other surrender value.

From its inception the association has operated on a flat rate of 90 cents a member per month, and since May 1, 1942, has applied 84 cents of such amount, or \$10.08 a year, to the benefit or mortuary fund. This rate is inadequate to provide the promised benefit for any age on the basis of the National Fraternal Congress table of mortality at 4 per cent.

At December 31, 1942, the average attained age of the membership was 43.22 years, and the average amount of benefit was \$532.00. For the twenty-one (21) years of the Association's operations the average amount of benefit was \$687.00.

Following is a comparison of the net rates currently in use by the Association with those based on the National Fraternal Congress table of mortality at 4 per cent in the average amounts of \$532.00 and \$687.00, and the ultimate amount of \$1,000.00. These rates are for the attained ages as at December 31, 1942.

Net rate currently in use by Association	\$10.08
Net rate, National Fraternal Congress, on average amount of \$532.00	12.17
Net rate, National Fraternal Congress, on average amount of \$687.00	15.17
Net rate, National Fraternal Congress, on ultimate amount of \$1,000.00	22.87

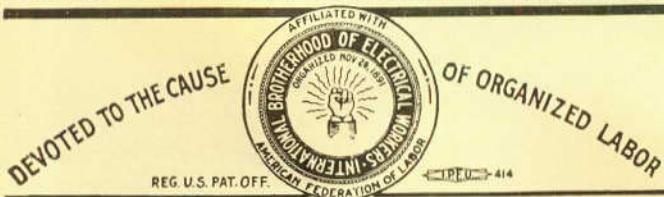
At the present time the association is, of course, in a position to pay its claims, but it is far from being in a position to carry out its contracts without the calling of extra assessments or the readjustment of its assessment rate for all members.

The insurance laws of the District of Columbia do not require the charging of adequate rates or dues by benefit associations; however, it seems reasonable to assume that such associations should endeavor to provide adequate rates. The Electrical Workers' Benefit Association would certainly more properly serve its members if its present rate was sufficient to provide a benefit at least equal to its twenty-one (21) years average, namely, an average amount of \$687.00 and a net annual rate of \$15.71. Further, it would seem in line that the association, in time by gradual increases in rate, should attain a net rate sufficient to provide for the full promised benefit of \$1,000.00.

In a review of the association's constitution and by-laws, it was noted that one of its objects is to establish a system of mutual benevolence and relief in case of death, sickness, accident, or disability of its members. While the association has such authority under its constitution and certificate of incorporation, no system of benefit other than death has ever been provided.

# JOURNAL OF ELECTRICAL WORKERS

OFFICIAL PUBLICATION INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS



Volume XLII Washington, D. C., November, 1943 No. 11

**Drift to Fascism** The report of the Executive Council of the A. F. of L. to the A. F. of L. convention in Boston indicates that 61 bills have been introduced in the United States Congress, offering crippling restrictions on labor unions. This is only one indication of the drift toward fascism in wartime of this great republic. Despite the fact that everyone who can read knows that attacks on labor unions are an index of the state of democratic feeling in any country; and despite the fact that the United States has viewed the spectacle of Hitler and Mussolini trampling unions under foot, the United States Congress has seen fit to receive 61 crippling bills.

There is something in wartime psychology that always tends to stifle freedom of speech. Men fear, and when men fear, they tend to retreat back to old slogans and old ways of doing things. The loud talker and the professional patriot are given an opportunity to cut their capers and to establish artificial and shallow standards for the measurement of man's contribution to his country. Because of this psychological reaction, it is a wise nation that knows how to steer its ship of destiny into the turbulent democratic channels and keep it there.

The Electrical Workers Journal believes there has been a lessening of the democratic spirit in this country during the last three months. We fear that this reaction will increase. We have confidence in the heart and spirit of the American people to right itself and return to democratic ways.

**Machines and Men** One of the reasons that the United States was able to perform "the miracle of production" during the last two years was our tremendous concentration of machines in industry. But this same concentration of machines has presented a problem of unemployment to America for the last 20 years and will continue to present that problem. Elliott R. Sands, one of our members in Portland, Oregon, faces this problem in the following words:

"I read with considerable interest the first two editorials in the September Electrical Workers Journal. These are the first articles I have read in any labor publication which approached the subject of unem-

ployment, technological and otherwise, during and after this war program. It ties in very well with a recent report of the U. S. Department of Commerce in which was predicted an unemployment figure of 19,000,000 workers by 1946, due to technological development. This did not include the returned armed forces. Corporate enterprise was unable to supply jobs for the army of unemployed during the lean years of 1930-36 and they will be unable to supply jobs in the postwar period, due to these same technological trends.

"I have been a member of the I. B. E. W. for approximately 25 years and have watched labor lose the battle against technology. I feel that some solution is needed at once. I have always considered the I. B. E. W. the most advanced of any of the unions and now is the time for them to really step out in front with some *real* constructive action."

**von Steuben** The amazing transformation of the German people into a nation of savages is dramatized in contrast by the fact that a monument has been built in Washington, D. C., for Baron von Steuben, German, who gave his services to the American army as chief drill-master. He was born, of all places, in Prussia and came to New Hampshire in 1777, and offered his services to the United States Congress as a volunteer. The next year at Valley Forge, when American morale was at its lowest point, von Steuben began to take the inexperienced soldiers and train them into fighting men.

Von Steuben wrote a book entitled "Regulations for the Order and Discipline of the Troops of the United States," and sat on the court-martial which convicted Major John Andre as a spy.

Interesting enough, von Steuben died in New York State at Steubenville. He was living there on a pension granted to him by the United States Congress.

What a story this is of devotion to the ideal of liberty. In 1777, not even Prussia had developed the bitter anti-human philosophy that the Hitlerites now exalt into a religion.

**Attacks on Social Security** Thomas C. Blaisdell, Jr., formerly of the National Resources Planning Board, now with the War Production Board, writes in the New York Times:

"While preparation for rapid conversion is essential so that unemployment can be reduced to a minimum, there is no doubt that the need for an integrated system of social insurance will be accentuated during this period. Even during the full employment provided by war there are millions of civilians who are dependent on public provision for their daily bread. The major risks of life—old age, unemployment, disability and sickness, and family dependency—can all be provided for by an adequate system of social security.

When the costs of fighting a war have been lifted from the backs of the people, they can better afford that security than at any other time. The advance provision of an adequate system adjusted to people returning to civilian life from the armed forces and to those released from war industry is still to be accomplished."

Despite the reason that lies behind this point of view and despite the need for social insurance in a country where technological advancement moves so rapidly, clandestine attacks are going forward every day against social security as it now exists in order to head off any reforms of the system. These attacks are usually based upon half-truths or quarter-truths. For instance, one chain of newspapers is inspiring fear by claiming that the wage records kept by the government might invalidate pension benefits to those covered by the insurance plan. There is, of course, no truth in this statement whatsoever but the unwarranted attacks have caused hundreds of thousands of inquiries at the Social Security Board offices.

Physicians, too, have organized to create the impression that any health insurance program as advocated by the American Federation of Labor will fasten state medicine upon the United States. This, too, of course, is an effort to deceive and defraud working people who need insurance coverage.

**About Strikes** It takes time to catch up with lies. The impression created by the daily press that American labor was engaged in sabotage in the war program with strikes is being slowly dissipated by facts. For example the Corps of Engineers, Army Service Forces, reports that on its six-billion-dollar construction program during the fiscal year ended June 30, 1943, strikes amounted to only 2/100 of one per cent. Can any other section of the community match this record of labor in this particular field? In all of 1942 the ratio of strike man-hours lost to hours worked was only 6/100 of one per cent, which is almost nothing. This was under the voluntary no-strike pledge.

Despite this magnificent record the Smith-Connally bill was enacted to prevent strikes and it certainly has had the opposite effect.

**National Service Act** Just as there has been confusion in the public mind about the effect of strikes in war production, there has been confusion in the public mind on shortage of labor. Actual facts cannot be produced to prove that there has been a total shortage of labor in the United States. It is true there has been a shortage of certain crafts. It is true there has been a shortage of men in certain war production areas. Indeed the true issue behind the

so-called manpower shortage is one of poor management on the part of the national War Manpower Commission and not an actual shortage.

The danger, of course, in this botched painting of the War Manpower Commission is, it is going to be used to introduce in Congress a bill for a national service act. Labor does not want a national service act for many reasons, chief of which is, it is not needed. At no time in the last two years has there been danger of an invasion in this country. The United States has a margin of time in military operations that Great Britain has never had.

**The Four Decencies** For some time labor in the United States has felt that there could be an implementation of the four freedoms in terms of nations, states and regions. Now the British Trade Union Congress has undertaken to do this with British labor under the term "the four decencies."

According to a dispatch by David Anderson to the New York Times the four decencies are a little closer to the average man than the loftier four freedoms. "The average Briton wants a decent home, a decent job, decent education, decent social security which means cash to pay the doctor and an independent old age."

Mr. Anderson goes on to report that what the British people want is as plain as day. On the question of the four decencies there is to be no compromise.

**Incentive Taxation** A resolution has been sent to the American Federation of Labor convention which is of interest to all American citizens. It is on incentive taxation: "The federation recommends the principle of levying higher taxes on corporations and individuals who leave their money idle and lower taxes on those who promptly use it to provide employment as an incentive to full postwar employment by private enterprise."

It has been frequently pointed out in this Journal that the American taxation system is in a hopeless muddle. There has never been a social philosophy underlying our taxation system. It has been a patch-work thing reflecting somewhat the changes of public opinion over a period of generations. The trend has been largely away from taxes on real estate and property toward taxes on income. The incentive taxation plan originated by Clarence Hazelett, an electrical engineer, does take a social point of view. Mr. Hazelett undertakes to apply the principle of single tax to money. People who hoard money in banks ought to be taxed heavily. People who invest money or put it to work to give employment are to have lighter taxes.



# Woman's Work



IPEU 414

## MOTHERS, GUARD THE FUTURE

By A WORKER'S WIFE

We are firm believers in the "back to school" policy for the children of the United States. The situation has grown quite serious. In 1942, 901,000 boys and girls between the ages of 14 and 17 obtained certificates permitting them to work. Of this number 156,000 were only 14 or 15 years of age. In addition large numbers of children have entered employment without certificates because they are not required by the occupation or because the children have gone to work illegally. Many of these young workers, particularly those under 16, are in jobs that are not essential to the war effort and offer little training for usefulness after the war.

It is quite easy to understand why so many of our children are anxious to work. In the first place they feel that they are helping in the war effort, and in the second, they are fulfilling a normal desire to earn their own money (which incidentally is very good money these days) and buy the goods and services they have always longed to have. Yes, the prospect is very bright and promising, but what of tomorrow? That picture is not so inviting—a scarcity of jobs and a great many young persons, untrained and uneducated, will be clamoring for those that are available. Times will have changed and the employers' natural reaction will be, "Sorry, things are different now. No education—no job." Mothers, think what a tremendous price your children may have to pay for a couple of years' good employment at good wages—a lifetime of insecurity and frustration overpowered always with the feeling of being a misfit. The brief present—weighed against all the rest of their lives. That is a subject not to be passed over lightly. There are other considerations to the problem also. It has often been said that education is the most valuable gift with which parents can endow their children. You may not have blessed them with good physical appearance; you may not have money to leave them, but these things are passing after all, and if you see that they get a good education, you will have given them a gift that no man can take from them and something that will probably enable them to get out of life the most of the things that really count. Another point—keeping your children in school keeps them young, insures healthy fun and good times for them now, keeps them from growing old and worldly-wise before their time and gives them a happy youth to look back on.

Some children are going to object to

going back to school or continuing their education after graduating from high school on the grounds that it is not patriotic and that their duty lies in aiding the war effort all they can. Let's see what our President and commander-in-chief of the armed forces has to say about this:

"We must have well-educated and intelligent citizens who have sound judgment in dealing with the difficult problems of today. We must also have scientists, engineers, economists and other people with specialized knowledge to plan for national defense as well as for social and economic progress. All our energies at the present time must be devoted to winning the war. Yet winning the war will be futile if we do not, throughout the period of winning, keep our people prepared to make a lasting and worthy peace."

That is how the President of the United States and the person most responsible for the welfare of this nation thinks about the problem.

Now a word on advanced education and selection of courses by your boys and girls who have finished high school.

There are opportunities today for young men and women to train to take im-

portant places in the postwar world. Never has such sound training at so little cost been afforded. When peace comes the fields of aviation, radio, medicine, chemistry, physics and many of the trades will be nerve centers of occupation. Training and education now, will bring success and happiness in an interesting work a few years from now. These fields are open to girls as well as boys. A particularly fine opportunity is offered to girls who have graduated from high school, in the newly organized United States Cadet Nurse Corps. Under the plan authorized by the Bolton Act, funds are administered by the Public Health Service to provide all-expense scholarships covering the cost of tuition, fees and maintenance. The nurses will be paid monthly allowances of from \$15 to \$30 depending on their grade and will be issued uniforms.

Youth should be trained. Whether still in high school or looking toward higher education, you mothers should encourage your boys and girls to get the education and training that will best fit them for intelligent, self-satisfying service to the country in the days when peace comes.

There is already a shortage of manpower in the United States today, particularly the right kind of manpower. We are a nation of 134,000,000 people and there is no nation like us in the world. But we do not have to look farther than our Army and our war industries to realize that unless we can train a huge force of men and women rapidly we face a long and bitter struggle. Strength and patriotism and courage are not enough. We need these three but we need them mixed with training and skill. This war is being fought by specialists and we aren't getting them at the present induction centers.

Our Army totalled 5,000,000 men in the winter of 1942 and there was already a shortage of 800,000 specialists in the ranks and our military leaders predicted a shortage of 2,000,000 if our youth did not get proper training immediately. Lieutenant General Brehon B. Somervell, Commanding General of the Army's Services of Supply, stated the cold facts:

"For every 1,000 soldiers, 15 men in radio are needed. At present only one such man is available. For every 300,000 soldiers, 4,501 medical technologists are needed; 166 are available. For the same 300,000 soldiers, 1,562 master mechanics are needed; only 14 are available."

There are the facts. Please do your part!

### "Back to School" Lunches

The school lunch can be a highlight of the day for the children if it is interesting. Keep the "daily eight" in mind for health. Little airtight wax cups may be obtained at the Ten-Cent Store for packing salads and soft desserts, and miniature cups are available for jam and jelly, pickles or other condiments.

#### SUGGESTIONS

**Sandwiches.**—Sliced egg, egg salad, chopped vegetables, assorted cheeses, chopped olives, peanut butter, jam, jelly, marmalade, ground left-over meat or fresh or canned fish. A three-decker combination sandwich provides interesting variety in the sandwich line.

**Cup-packs.**—Potato salad, sliced fruit or berries, coleslaw, baked beans, cup custard, rice custard, chocolate, fruit cornstarch, or bread pudding.

Carrot sticks, celery curls, a ripe tomato, a deviled egg, a little packet of nuts, are all healthy additions and will prove welcome innovations to the school lunch box.



# Correspondence



## L. U. NO. 1, ST. LOUIS, MO.

### Electronics—Part Two

**Editor:** That in 1907, Lee DeForest brought forth a glass tube whose component parts acted like a valve with electricity, has repeatedly been told. There are other types of tubes, not so well known, that have been welling up in the electronic industry and whole feats sound like tales in the fairyland of science. At the present time there are some 750 different types of electronic tubes. Some are gas filled and some are high vacuum. At least seven different types of tubes are on the market today, and for the benefit of those who like a gossiping acquaintance with tube uses, the following types may offer interesting discussion material:

1. The Ignition tube: is not sold over the counter—yet it is very important in industry because it can change alternating current into direct current. Aluminum and magnesium plants must have direct current and the national power system is almost entirely alternating current.

2. Photo Electric tubes: are known to almost everyone and are used to stand guard on furnaces and on machines, checking defects and obtaining production through a light beam (eye) that catches the smallest variation in the illumination.

3. Cathode Ray tubes: are used in television, and pick up the variation in light and shadow as the picture flashes on its screen.

4. Kenetron tubes: are used to feed X-ray tubes, and help operate precipiton. It will have many commercial uses after the war is over.

5. X-rays: have been a popular marvel for 30 years. Today the X-ray tube does more than peek at people's bones; they are used to examine the construction of many solid objects for flaws.

6. Thyratron tubes: as many of you know, are used for motor in welding control. It is also used for recording temperatures and for many other uses at low power levels. Most all of industry uses welding today.

7. Plyotron tubes: are part of the new FM radio system, and have a place in diathermy and high frequency induction heating—which means heating inside and outside—of many types of material.

### Local No. 1—Highlights

At the last meeting of Local No. 1 Brother Frank Jacobs, the progressive president of our local, entertained a motion for an educational committee which was passed unanimously. This is the first time Local No. 1 has ever had such a committee. It will function with respect to bringing to our midst speakers, information, demonstrations and enlightenment on the newer types of electrical sciences concerning installations and maintenance in the electrical construction industry.

After the September article was written the membership of Local No. 1 was invited by

### READ

L. U. No. 130 has organized a fine "Military" Committee

Trades and Labor Congress in Quebec by L. U. No. 353

L. U. No. 377 tells of its "pre-war" picnic

New agreement for new local, L. U. No. 1039

L. U. No. 28 tells of its work in the marine field

A few questions about OPA regulations by L. U. No. 271

L. U. No. 794's press secretary does some clear thinking on a recent article

No lessening of morale here  
Our locals are trimmed down to fighting form

members he did his part in guiding the local to an eminence that is respected not only by union men but by men in all walks of life. We wish him the best of luck and an early return to health for him and his wife.

We "see by the papers" that Congress reconvened earlier this month and what a sad showing they made for men who have been passing anti-labor legislation and shouting about absenteeism. A little better than half of the senators, about 53, and one-third of the representatives, around 150, were present when the gavel fell. The papers that mentioned it gave it very little space and what there was, was stuck away in the back pages where the average person would never see it. Nothing was said about absenteeism or sabotaging the war effort by congressmen. Could it be possible that the big business friends of the delinquents saw to it that the papers muzzled criticism? Suppose a group of workers in a shipyard or airplane plant decided in the midst of the war that they needed a vacation, as Congress did, and then at the end of the vacation period only half of them showed up for work? Can you picture the headlines?

We also note by the papers that the anti-strike law is not working out to the satisfaction of industry, for instead of preventing strikes it actually legalizes them. It is even reported that the National Manufacturers Association is taking action to have the law repealed and of course having a more stringent one passed.

It behoves every member of organized labor to begin to throw his weight around to the end that members of Congress realize that labor insists on its right to be heard on legislation affecting labor's welfare.

While big business is fighting to do away with renegotiation of contracts, which will cut down their unholly profits, and opposing subsidies that will prevent inflation and keep down living costs, it has expanded its advertising to 160 per cent of the pre-war level. This last item is taken from the Commerce Department's survey of current business for September. This at a time when there is an extreme paper shortage reported.

The average newspaper reader could not help noticing the tremendous increase in full-page ads, in practically all the leading newspapers, by practically all the industries engaged in producing war supplies. This advertising, which is indirectly paid by the government through loss of excess profits tax on the amounts paid for the advertising, serves to keep the newspapers in line so that news and information derogative to these industries is soft pedaled.

We sincerely hope that all the Brothers will get out and vote on election day even though it is an off year. Last year was an off year for labor because too many voters were "too busy" to vote with the result that a lot of reactionaries slipped into Congress and other elective offices.

JERE P. SULLIVAN, P. S.

### L. U. NO. 7, SPRINGFIELD, MASS.

**Editor:** As I was saying in my last letter that labor is being hard hit in regard to



### War Bond Contest

Three electricians at TVA's Fontana Dam got to arguing about who would buy the most War Bonds. Before the argument was over, they had bought \$7,000 worth of Bonds in addition to sizable deductions through the payroll savings plan. From left to right are G. E. Murphey, Construction Superintendent; Clyde Holcombe, Construction Aide; Frederick C. Schlemmer, Project Manager; and the three Bond buyers, A. C. Bivins, Wilbur W. Steed, and E. F. "Doc" Hesse, electrician foreman. Hesse bought three \$1,000 Bonds, Steed two, and Bivins two. These purchases climaxed a drive in which 92.5 per cent of the Fontana employees pledged 16.8 per cent of their total payroll for government War Bonds.

our members going into the armed forces. But yesterday I surely was surprised to have our business manager, Charles Caffrey, come around to the job and tell us he is going to start working for Uncle Sam. It certainly was a surprise, for Charlie has been a wonderful and hard-working business manager and really will be missed by his Brother members and the contractors and the out-of-town members who have come and gone. But our country always comes first and Charlie has been commissioned a captain, so I know he will surely be a great help to Uncle Sam and to the boys in our armed forces who will be working under him. We all hope and pray he will not be away from us very long and will come back in good health, ready to start where he left off. The executive committee held a meeting and appointed Bill Bailey to take Charlie's office while he is gone, and I know Bill will try his best to take the place of Charlie while he is in the service.

My friend Harold Busha bid the boys all goodbye for awhile yesterday, for he is going into the Seabees. It is Harold's second hitch, for he was in World War I and came out without a scratch, and we all hope he comes back safe and sound again. He has a son in the Navy who was also a member of Local No. 7, so we have one father and son from the local in the armed forces. The boys will miss Harold for he was a good friend to everyone.

Another one of our members, Steve Swotchok, who has just become the proud father of a baby girl, expects to be called into the service in a short time. We don't know when it will end, but I surely hope the war will end real soon or we won't have enough members to hold a meeting.

We will have to back our members by buying all the War Bonds we can to help put this Third War Loan over the top and bring our boys back home all the sooner. It surely would be a miracle to have our boys home for Christmas, but anything can happen in these ages with all the different kinds of guns and ships, etc., in this war. It's a lot different from the last one.

E. MULLARKEY, P. S.

### L. U. NO. 28, BALTIMORE, MD.

*Editor:* This writing finds the greater percentage of the boys busily engaged in the marine field. Together with the worthy aid and assistance of the out-of-town boys we're busy wiring the assorted collection of boats brought to this port.

One of the local contractors evidently made good as he is the only one, out of a lengthy list, still in this particular field. Needless to say the excellent supervisory force built up of the local boys was the chief reason for the great success enjoyed by the above contractor.

One must bear in mind that marine work is a new item on the list of 99 per cent of the boys. After a long period of observation we're firmly convinced that a good building trades mechanic makes a general all-around good electrician in almost any line. Due to his varied experience he applies the latest methods and improvements and short cuts whether it be on ships, railroad or any other line in which he finds himself. Instead of following in the groove worn deep by the regular mechanic engaged in, say marine work, the "building trader" immediately looks around for a short cut and improvement in existing methods. The result is time saved, possibly less material and machinery required. Here we find improved methods in pulling long runs of cable with a minimum amount of effort and repetition and damage. We find an easy, safe method for jacking up heavy reels of cable. We find a quick, easy way for installing large groupings of kick pipes and stuffing tubes whether it be in deck or bulkhead. These are only a few items that come to mind. As the boys go along experience finds them getting wiser and better in every way. This is a concrete example of the versatility of the building trades electrician, a genuine aid in the war effort.

After a long period of "trial and error" in these pages we still find the effort in trying to put words on paper and have them read exactly the way we intended them by others, still an extremely difficult task. We find our efforts often interpreted and misinterpreted, understood and misunderstood. We attempt to sort of steer a middle course to keep off of sore toes and, by gosh we find ourselves at times unconsciously wading right in on them. After a long period of pondering, thinking

and analyzing we've come to the conclusion that the great body known as Congress, can pass laws that are designed to be specific and yet one can pick 12 lawyers at random and have them interpret the laws in 12 different ways and have 12 different opinions. So, who can expect a poor, insignificant, would-be scribe as I profess to be, to compete with great legal minds who apparently can't make the written word agree with the spoken word? In other words, consider this a plea for the proper understanding of our efforts. Don't try to read between the lines where only blank spaces really appear. In other words try to stay on the beam.

And now we can tell you that the proper way to spell the name of our new financial secretary should be George Neukomm.

At the last meeting we learned that: 5,000 packs of cigarettes were purchased for the boys in service.

There is an innovation which meets our hearty approval—new prospective members are now examined first by written examinations and made to prove themselves before being voted on.

A military assessment of 75 cents per quarter was passed on, raising dues by just that amount.

Above all and by all means correspond with the boys overseas. They crave a letter now and then from their fellow workers and Brothers.

Organized labor is urged to donate blood. Our sick list has 21 members noted. Harold Slater claims to be on good behavior. North Ave. and Charles St. is an important corner to some of the boys.

Joe Selhorst and his crew of Efford and McNeil bowl Wednesday nights. The perennial steward uses his famous "sweeper ball" on them. John Raynor please take note.

R. S. ROSEMAN, P. S.

### L. U. NO. 48, PORTLAND, ORE.

*Editor:* One of the current topics of discussion around here concerns the recent articles which have appeared in *Reader's Digest* regarding labor-management relations. Seemingly a minority of labor-management committees have functioned extremely well and lend encouragement to efforts to establish similar set-ups. Apparently failure results only when parties concerned are not actively interested in progress for both sides. With hope that a lot of "molehills" can be eliminated, suggestions have been made to some broadcast stations for a similar arrangement. Rules and regulations to govern such procedure will probably be necessary. Any information your local has would be welcomed.

Have you noticed the swell page the I. B. E. W. gang at WLW-WSAI have in the N. B. C. company union magazine? Wonder why they don't get over on our side all the way?

Several times in the past some of our members have indicated a total lack of understanding of union jurisdiction. An instance arose where several fellows wanted to take it easy and let announcers do work by relays rather than be bothered by patching for a heavy schedule of remotes. Some members even yet fail to understand that all technical work should be performed by technicians. This brings to mind the thought that a little education might be in line for all of us. Some local stations still have announcers doing our stuff, but the stations that take pride in their work have technicians available for everything.

I wonder how many of your locals have discussed the possibility of having a traveling representative for each international district to coordinate broadcast efforts? Seems

that such a system would solidify our organization even more. Say, wouldn't it be swell to have a rag chew with Brother Kelly, international office representative? (Wonder if International Vice President Milne might be tuned in?)

Gang at KGW-KEX-control have been having constant turkish baths all summer. Seems as if F. C. C. suggested doors be locked and thus temperature soars to 96 and even more. Oh, yes there is some air coming in—plain air taken from inner court of building which consists of heated air from press room of newspaper. Operators get pretty dopey with heat and stale air but carry on and hope. Bosses have been threatening to can the guys if doors are left unlocked. Xmtr. operators glad to be out where it's hot but you can breathe fresh air (pollen thrown in free-hi).

KOIN-KALE—Xmtr. gang have a large exhaust fan to clear out the hot air from air-cooled bottles. Rumor has it that the dielectric is being blown out of the air condensers. However, Chief Bookwalter says the plates are at right angles to the lines of force and it's a lot of hooey. Anyway temperature is better.

The inside wiremen of 48 are of course all busy and hitting the ball. Oregon shipyards (Kaiser) are sending 22 ships into the Willamette river this month and tooling up is going strong to turn out the new Victory ships. Vancouver is sliding out flat-tops. Men from 48 are in all the plants everywhere.

Our local is sponsoring a series of public meetings to discuss postwar conditions. Business Manager Joe Lake is pitching hard to keep the gang going when the let-down comes. It's great, this not putting off for tomorrow. As one ad said, "It's dreams from which stuff is made." President McQuarrie and Charles Foster, Guy Davis, H. H. Garrison, O. L. Borland and Mel Pettingell of the executive board are all putting in their time to keep the organization on an even keel. Brother Brust double-checks the books and keeps all our records ship shape. There are no better officers anywhere and thanks to them for everything.

J. A. ERWIN, P. S.

#### L. U. NO. 79, SYRACUSE, N. Y.

*Editor:* Have you ever rubbed shoulders with horse thieves and home wreckers? I have, and noted how they were tolerated by their chance-associated workmen. They did their work with a zest and jest that was sort of disarming, and seemed to mitigate their moral turpitude. They were by no means ostracized. Yet I am ostracized by a certain section of my readers for being "too religious," whatever that is. Too religious in defense of a land discovered, explored, settled, and defended by religious men! You do me too much honor.

One disciple of Voltaire asks: "Is he trying to convert us?" And I answer, "Yes, conversion to almost anything should be preferable to the selfish, petty, purblind state you are in now."

Mr. Objector, a few years back if you drove a shiny car with such grace or disgrace as nature and inclination permitted; if you had say \$1,000 in the bank; if you could enunciate platitudes with impressive solemnity—you likely passed for a mill-run North American supporting or being supported by the American standard of living.

True, children did not enter into your scheme of things. Your smug selfishness could not risk such a threat. A few years ago, we said. And now—with the shadow of inductive service above us, fecundity blooms forth in long-while sterile soil in the form of tiny heirs to selfish papa's inheritance.

## Flying Fortress

By Bill Huston

#### Editor's Note:

Few things about the war have captured the imagination like the Boeing Flying Fortress.

In this poem about them Bill Huston, who won the Edison scholarship in '29 and was called "America's brightest boy," has tried to express some of the contributions that the men and women in industry can make through their work to our national life and national spirit.

The poem is printed by courtesy of the "Aero Mechanic," Seattle, Wash.

By the banks of the Duwamish,  
So the tribal legends say,  
The proud Thunderbird lay sleeping  
When the red men went away.

Years he slumbered midst the fir trees.  
New men came and dreamt of wings  
Dreamt the age-old dream of flying  
And of freedom that it brings.

Thus they dreamt, and thus they builded  
And a nation shared their dream,  
While the clatter of the rivets  
Echoed where the sea gulls scream.

Men by thousands, wives and daughters,  
Gave their hearts and minds and sweat.  
And the mighty planes they fashioned  
There have not been equalled yet.

Phoenix-like the bird has risen  
From the flats by Puget Sound,  
And the thunder of his engines  
Now is heard the world around.

Flying Fortress, Flying Fortress,  
Flagging hearts are bold again,  
As you wing your way so surely  
Far above the haunts of men.

What of those who build the Fortress?  
History may not know each name,  
But each builder buildeth knowing  
There are more rewards than fame.

For our children shall remember,  
"As the nation's danger grew,  
All the people pulled together  
And they pulled our country through."

Sometimes of this builder's spirit  
Is enshrined in every part.  
So their planes are somehow living  
With a mind and soul and heart.

\* \* \*

By the banks of the Duwamish  
Wings are once again unfurled  
And the Thunderbirds are winging  
On their way across the world.

Welcome to the war babies! May they live to fill their forebears with shame and contrition. Oh what an asset a couple of million young men would be now in place of England's and United States' declining birth rates!

Yes, we loved our country, but we loved ourselves more.

THOMAS W. BERRIGAN, P. S.

#### L. U. NO. 80, NORFOLK, VA.

*Editor:* I often wonder at times if Columbiast Pegler sleeps well at night, or if he sleeps at all. I wonder! He is jumping all over the merchant marine, the men who are facing extreme dangers and making great sacrifices, while he sits comfortably in his mansion of many rooms and baths, built recently with

critical war materials, for himself, his wife and dog. Many of the men he smears are giving their lives in the fight for freedom. For his propaganda he is paid a hundred times more than a soldier or sailor is paid for service in the fighting forces. Yet Pegler is constantly attempting to create bitterness and dissension between merchant sailors and navy men over differences in pay.

It is the same kind of trickery used in other stories comparing wages of workers in industry with the salaries of soldiers.

By pointing to isolated cases of misconduct among some of the merchant seamen Pegler would have his readers believe they are all a bunch of no-good riffraff. On the same grounds he could implicate our whole Army and Navy.

In a democracy every point of view including the extreme conservative and the extreme radical should be permitted to be heard, but there should be no room for such clap-trap as Pegler's who has never yet offered any constructive criticism or made a fair or sensible suggestion.

His stuff has been all of gutter variety which not only discredits him with fair-minded and decent people, but also leaves a stigma on publications that spread his garbage.

All the members who were reported, sick in their homes, or in hospitals are back on the job.

Will be back next month, in the meantime, God bless our fighting forces and our merchant seamen. Buy more War Bonds.

M. P. MARTIN, P. S.

#### L. U. NO. 102, PATERSON, N. J.

*Editor:* The general election will soon be here. The main candidate to be elected in New Jersey is the governor. Who is it to be?

The Republican candidate is former governor, former U. S. senator, former ambassador to France, Walter E. Edge. Edge is 72 years old and when he was a United States senator a generation ago he voted against the soldiers' bonus. Is history to repeat itself?

The Democratic candidate is Vincent J. Murphy, one of our own. Vince served in the Navy in the last war. Vince is 53 years old, secretary-treasurer of the N. J. State Federation of Labor, and mayor of the city of Newark.

The party should be immaterial. So let us examine the candidates. Vince is the mainspring of the "Institute of Labor" which has been conducted by Rutgers University in cooperation with the N. J. State Federation of Labor, and the Workers Education Bureau of America for the last 13 years. When these institutes started, unemployment insurance and social security were just being discovered in America. These institutes brought together forward-looking members of the labor movement, professors of economics, prominent statesmen and forward-looking businessmen to focus their attention on the economic problems affecting all of us and the possible solutions. That is the way Murphy's mind runs.

At the time this is written, Edge is coming to Paterson Thursday, September 30. Here are some quotes from an article appearing in the *Paterson Evening News* of September 26: "Edge will be the guest of a number of businessmen at a luncheon affair at the Alexander Hamilton Hotel at Thursday noon.

. . . The session was called to give business and professional men an opportunity to meet Edge and discuss problems of the day." So the businessmen feel that Edge is their candidate. They know how Edge's mind runs.

I cannot understand, or do I, how certain so-called labor leaders can be active for Edge.

If they have energy to spare, why don't they use it for the labor movement by unionizing the typographical departments of the two local newspapers? When I was active in the type strike some years ago and we attempted to launch a labor-controlled newspaper in opposition to the struck plants, I felt that certain labor leaders were lukewarm in both ventures. Now some of them line up politically with the editors of the two papers that broke the strike and now employ non-union printers. Is this merely a coincidence?

Brothers, after the war the domestic problems will again come to the fore. The main problem will be—shall the marvelous production machinery that we have, be allowed to cause misery and want or shall the production machinery be controlled to produce abundance for all even at the expense of a super-super—abundance for a few?

Who will be best able to help solve that problem to our advantage, Edge who thinks in terms of business first and any benefits to labor as a mere by-product, or Murphy who thinks in terms of welfare for all?

Obviously there is but one answer for us—Murphy. The fruit we eat in 1950, be it bitter or sweet, will be the results of the seeds we sow in 1943 and 1944. Think it over, Brothers. Follow Gompers' advice. Vote for the fellow who will give you the best break. Do not nullify your economic efforts on the political field! Don't seab at the ballot box!

PETER HOEDEMAKER, P. S.

#### L. U. NO. 130, NEW ORLEANS, LA.

*Editor:* At this time Local Union No. 130 wishes to dedicate its space to its very praiseworthy military committee. This group of men is absolutely unpaid except for glory, and they receive very little of that.

Led by Chairman Danny B. Ryan, this committee stages prize parties on the third Friday of each month at our union hall. The entire proceeds of these affairs go to our men in service. As often as possible L. U. No. 130 sends our fighting Brothers each a check for \$5.00 for cigarettes or any other use they may find for it. At this writing our local has a total of 159 men in service and this total is increasing weekly.

Recently this committee had an odd experience when it had one of its checks returned with the following statement from the U. S. government:

"The enclosed check, which was addressed to an American prisoner of war held in enemy territory is returned to the sender. Mailing of such property to enemy territory is prohibited by the Treasury Department. Your letter which enclosed this property has been forwarded."

The committee, however, decided to send this check to the boy's parents, who live in our own city. To this committee goes the heartfelt respect of every Brother in the local. May God see fit to allow this group of men to continue their fine work without interruption.

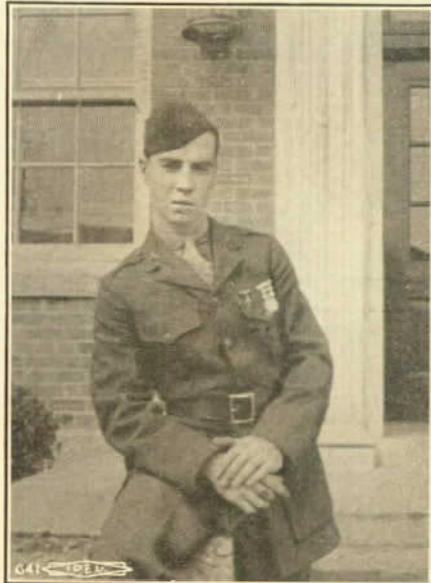
It takes the electricians to prove that there is still time for fun in a world of war.

On Saturday, August 21, the "Electricians' Pleasure Club" of Higgins Industries staged a whale of a smoker at the White Kitchen. The membership turned out 100 per cent for the show and supper. Things commenced happening early when at 8:30 P. M. the floor show started. Incidentally, it was one of the best shows presented by the club to date. Immediately following the performance a very delicious chicken supper was served. During the fete the officers of the club invited a few servicemen to join in the fun. One of the soldiers who was invited turned out to be a very remarkable singer. After he had his

## "For Conspicuous Gallantry"

A Silver Star with a citation for conspicuous gallantry and intrepidity has been awarded posthumously to Marine Pvt. John J. Gilligan, who was an apprentice electrician in L. U. No. 52, Newark, N. J., and the son of L. U. 52's financial secretary, John J. Gilligan.

John Gilligan, Jr., volunteered the day after Pearl Harbor. He was 19 years old when he was killed August 8, 1942, on Tulagi, Solomon Islands.



JOHN GILLIGAN, JR.

The citation signed by Secretary of the Navy Frank Knox, reads:

"For conspicuous gallantry and intrepidity in action while serving with the First Marine Raider Battalion during the attack against enemy Japanese forces on Tulagi, August 7, 1942. Realizing that his platoon leader was seriously wounded, Private Gilligan with utter disregard for his own personal safety rushed forward to his assistance but was mortally wounded in the attempt."

"His heroic conduct was in keeping with the highest traditions of the United States Naval Service. He gallantly gave up his life in the defense of his country."

fill of refreshments, he really did a fine job of entertaining the crowd.

In closing we wish to thank the officers of our club for a fine time. May they be able to continue to stage these very enjoyable shows.

In answer to our War Savings Bond drive, we wish to report that the response from our membership has been very satisfactory. We are endeavoring to place the I. B. E. W.'s name on as many jeeps as possible.

HAROLD FISHER, P. S.

#### L. U. NO. 212, CINCINNATI, OHIO

*Editor:* Another edition ready for the rolling presses of our JOURNAL. We here in

Cincy are always glad to be able to send our little bit of script toward our JOURNAL's publication.

We note that Arthur Gaams, Jr. (son of our member, Arthur Gaams, Sr.) has arrived home with an honorable medical discharge from the Army Air Corps. We are all sorry Art, Jr. is ill and wish him the best of luck.

I also wish to state that while we are on military subjects I note that William Rudd (Bertke elec.) has joined the Navy. Billy Butler has joined the "Seabees". And note that Harold "Rags" Bertke is now in the Army. Good luck to each and every one of our men in the service of our country!

We are sorry to report that Carl Goetz suffered the loss of his father, Charles H. Goetz, on September 21, 1943. The entire local sends its sincere sympathy to Carl and his entire family. May his soul rest now and forever.

On our sick list we notice Cliff Fagaley has undergone an operation as has our William Wickers. To both we wish speedy recovery. Glad that Gus Biggs is well again. And keep up the good work Carl Voellmecke.

On our baseball front I am reporting that Local 212's baseball team lost out in the finals. We had a very good team, a fine season and our boys were beaten by a better team. The union's sincere congratulations to the trophy winners and thanks to our own team for their fine showing. Good luck to them next year.

During the past month our busy business representative has been to labor federation conventions in Cleveland, Ohio, and Paducah, Ky. I know Harry is the best good-will ambassador Local 212 has ever had! Keep it up, Harry!

To the Knoxville, Tenn., local—at this writing you have three of our swell members in your midst, namely: Clifford (Duke) Lowry, George (Craps) Morris and Edward (Car-wreck) Rising. These boys are good men and real mechanics. Thanks for your kindness to them. Believe me, we of 212 appreciate those things. Good luck, Duke, Ed and George.

So until our next issue I shall say once again "Au revoir."

E. M. SCHMITT,  
212's News Hound.

#### L. U. NO. 226, TOPEKA, KANS.

*Editor:* We again send greetings to all Brothers of the International and to Brothers of the home local wherever they may be.

Defense work on the projects near Topeka has been completed except for a few minor additions and many of the men have left for other jobs or have joined some branch of the service. I am now working on a list of the men in service and the branch in which they are serving, which may possibly be ready for the next issue.

A few members are working on maintenance jobs at the Winter General Hospital, Topeka Army Air Base, and the supply depot.

Business Manager Roy Lewis reports that men are hard to locate in times of various calls, so to all indications all Brothers are working.

We would like to hear from the Brothers of our local, so I wish to take this opportunity to ask them to drop a card letting us know how they are doing.

Oh yes, have you heard of the little moron who cut his fingers off in order to write shorthand?

For a good-bye, BUY WAR BONDS.  
PHIL MARTIN, P. S.

#### L. U. NO. 245, TOLEDO, OHIO

*Editor:* October again and with it the bowling, hunting and football season, each

with its attendant alibi for failure. The bowling season has opened for the Edisonites and is now in full swing. Local 245 is backing two teams in the labor league. We hear that they are doing very well. Brother Howell (Shorty to you) is doing places and going things in this bowling stuff. In a recent match game he kept the old dodo ball doing tricks to a tune of 206 average. Mack or Walter McKibben is the new captain of the Riggers' team. Milt Barry enjoys the old Barn Dance Frolic and since time is so limited, he manages to do both at once. He admits that it does not help the score, but it's lots of fun. Acme is represented by four teams this year.

Hardluck Joe Ballog of Acme was the unfortunate victim of a no-look-see driver recently. The other fellow pulled away from the curb without a look and the car lost two fenders and Joe lost his temper.

Lester Archer, former mail boy, is now with Dick Mikesel somewhere in the Pacific. Ora Mikesel is a member of the Civilian Air Patrol and he has a splendid offer of Air Corps schooling for boys 17 years old.

Paul Shurtz has changed cars and now possesses a Willys. Don't look now, but Paul claims the paint is still intact.

The war is getting closer to Acme—sure enough! Women sweepers have been working in the office, turbine room and boiler rooms and now a lovely young lady carries the mail.

George Manners recently broke out in a G. I. hair cut and an officer's mustache. Lt. Manners has been home some time on "sick leave" and is now fully recovered and back at his base.

Chet Keller and son Wayne made a tour of the Acme station some time ago. Chet's smile never was brighter and his pride was very evident.

Estes Halsy was home for a short furlough and his dad now hears that Estes is now out there grooming a flat-top for the Navy which will soon put "wings over Tokio" he hopes.

Martin Emmet's dad has improved and has returned home from the hospital.

It is with great regret that I announce the death of Harley Westfall. Harley was a worker in the Doherty fraternity and club and will be missed by a host of friends.

Near miracles still occur. Witness the few lines in the *Toledo Blade* dryly noting the fact that Local 245 had bought a mere \$4,000 worth of bonds during the recent campaign.

The political pot is boiling fast and furious. If the members of Local 245 are awake, they will register, think of their own needs and interests, and then vote accordingly.

The men who marched in the Labor Day parade thought the weather abdominal. The weary, footsore, hungry who were barely able to reach the local's hall had thoughts which were chiefly abdominal.

Here's wishing you all good hunting for Thanksgiving supplies and a holiday of real Thanksgiving, whether it be a Republican or a Democratic one.

D. D. DETROW, P. S.

#### L. U. NO. 271, WICHITA, KANS.

*Editor:* I am out hunting at this writing, hunting the OPA and their ceiling prices, but even now I haven't been able to find what I have been looking for. Maybe some Brother somewhere has found what I am looking for. If so, please notify me at once. If you will notice when you walk into a store you will no doubt find a sign reading "OUR CEILING PRICES", but tell me where are the OPA CEILING PRICES?

Some time back there was an order or a law passed freezing wages, and along with it the people were informed that the prices on food would be frozen, but at this time the prices, as I see them, are very near the blue sky.

You no doubt remember when this country was put on the coffee ration basis—only one pound to a family for five or six weeks. Now I pick up the paper and read where they dump a ship-load into the New York harbor. Why? Who is to blame for that order of waste? Could it be that we will read that they will dump sugar in the ocean too? Where is the senator that was to look into the dumping of a car-load of potatoes into a dump? Could it be that he forgot to carry out his promise to get the guilty ones for that waste, or would the OPA have to cut the price of potatoes? Are these acts going on forever? Well, they can be stopped if the union man will get busy at the next election and oust the varmints who let things like this go on. I think that it is about time that labor took a hand into politics and showed these people that it is tired of being a football. Now let me give you an example of what the senators and congressmen think of their labor. Not so long ago Senator Reed and Congressman Rees of Kansas were here in Wichita, as they say, to find out what the people thought of the different set-ups in Washington, but they did not come around any labor temples that I know of, but they did have a big supper with the Chamber of Commerce. I know that they found out what the different crafts thought of them. Maybe that is the reason we, as union men, didn't see them. Oh Mr. Reed, Mr. Rees, and Mr. Carlson, you and all of you ARE NOT GOING BACK TO WASHINGTON, when your terms expire. You are no good to your fellow men, don't come back here patting anyone on the back for votes. We know your labor record.

There isn't any local union news of interest at this writing, so will see you next month.

JOE OSBORN, P. S.

#### L. U. NO. 276, SUPERIOR, WIS.

*Editor:* Local Union No. 276 is going strong at present. We have increased our membership considerably in the past year. Two shipyards here are producing boats for the United States and our boys are doing the wiring on them.

As the enclosed photograph shows, electricians, wherever they may be, are the boys who really stand out. It is interesting to note that when Senator Robert M. La Follette, Jr., made an inspection trip through the Walter Butler shipyards in Superior he had his picture taken with one of our members, Brother Charley Moore.

The following week Senator Wiley, the junior senator from Wisconsin, was going through the Globe shipyard here in Superior and when he and a local boy, Captain Rantala, of the U. S. A. C., had their picture taken, who was in the middle but another electrician, Sig Sleen by name, out of Local Union No. 953 of Eau Claire. These photographs appeared on the front page of our local paper.

Our last election found all incumbents returned to office for another two years. Ed Olson has been chairman of this local for the past 15 years and as time goes on seems to go stronger than ever. Dick Olson, no relation to the above, is recording secretary and Runo Carlson is vice president again. Yours truly is financial secretary for two more years, I hope, and that about completes the picture.

There are men from all parts of the middle west here at the present time helping



Senator La Follette and Brother Charley Moore.

ing to turn out ships to lick the Axis and there's always room for several more.

E. C. LEE, P. S.

#### L. U. NO. 313, WILMINGTON, DEL.

*Editor:* In connection with the War Bond drive which closed on Labor Day, L. U. No. 313 and its members purchased over \$8,000 worth of bonds. A 10-ton truck, or approximately the value of this bond subscription, will be designated as the contribution of this local.

At present, 28 (about 25 per cent) of our members are serving in the armed forces. This number includes the last two press secretaries.

On September 25, another successful gathering was arranged by our social committee. Members and their wives enjoyed an evening which included vaudeville entertainers, dancing, and suitable and ample refreshments, the last named being a major accomplishment on the part of the committee.

JAMES E. HART, P. S.

#### L. U. NO. 349, MIAMI, FLA.

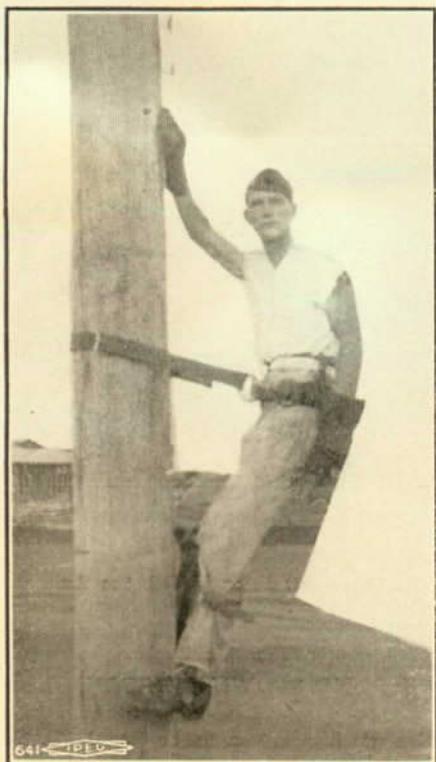
*Editor:* The Labor Day parade was started at 7 P. M. so that it would not conflict with any war work during the day. It started to rain very hard just as the parade got under way. Soldiers, Sailors, Coast Guardsmen, Marines, Waves, Spars, Wacs, Red Cross nurses all were in there taking it, all labor members from the various locals came next, with a determination to stay in there and finish that parade in spite of all the rain.

They did a swell job of it, about nine thousand including all those who marched. We were well paid for our efforts when we saw about 75,000 spectators standing in the rain to watch the parade.

The members of our local have done a very neat job in the Third War Bond Drive. It is estimated that they have bought a quarter of a million dollars worth. Not bad for a membership of 285, and of this number there are 46 in the armed forces. A lot of that dough was earned in St. Louis, Baltimore,

## The Fighting Electricians

Chief Electrician's Mate, J. R. Hood, is with the "Seabees" somewhere in the Pacific, doing a bang-up job of electrical



J. R. HOOD

construction for our Navy. Brother Hood is a member of L. U. No. 505 of Mobile, Ala. He has eight "wire twisters" working for him and they are all members of the I. B. E. W.

Cincinnati, Washington, D. C., Louisville and Pittsburgh, Pa.

Brother A. B. Dixon is on the sick list at present. Dick is one of our oldest members—37 years in. I believe he came here from L. U. No. 3 in 1916. Address 2796 Shipping Ave., Miami, Fla.

It looks as though we have finally gotten our scale on some of the work that was contract awarded after August 9, 1943, back up to where we had it in 1927, \$1.75. Now if the work will hold out it looks like we will be able to buy some meat and a few extra war stamps.

The Florida Educational and Protective Committee is located in offices in Jacksonville, under the guidance of Jim Barret, who has been with the Treasury Department for the past few years. We expect to see some real action start within the next few months. Already Congressman Cannon is trying to explain to labor why he didn't try to defeat the Smith-Connally bill. The same thing goes for Senator Pepper. Both have been before members of organized labor here in Miami recently. Quite unusual? A bit too late no doubt.

R. C. TINDELL, P. S.

### L. U. NO. 353, TORONTO, ONT.

*Editor:* Organized labor, as represented in Canada by the Trades and Labor Congress, held its annual convention in the historic old city of Quebec and went on record, in no uncertain terms, as being dissatisfied with the present government's labor policy.

Cabinet ministers were censured, and justly so, for their attitude toward that section of our population, which on the one hand were praised for their productive efforts toward winning the war, and on the other were being deliberately ignored when labor boards and committees were formed.

I sometimes wonder, after listening to these heated discussions at labor conventions, if we are not wasting our energy and breath by criticizing the elected representatives in government. After all they are only buffers between the people who actually control the country and the people who try to work and live in it.

The sooner we turn our attention to the manufacturers' associations and boards of trade and scrutinize with greater care their "suggestions" to our governments the sooner we will win this war and prevent any further massacres in the future. Of course this vigilance will have to be maintained the world over because capital, as we have known it, never had any fixed nationality or religion.

Another feature of the convention that impressed me was the difference of opinions between the old French-Canadian delegates and the younger generation of habitant delegates. Various resolutions were introduced by organizations outside of Quebec with a view to raising the standard of living of French-Canadian workers. The inference that their living conditions were any worse than that of many other parts of Canada was protested by the older residents while it was concurred in by their younger conferees. Both sides agreed, however, that in the matter of organization Quebec had plenty of room for improvement. I think the other provinces will agree that in this respect they could all put a greater effort into bringing in the unorganized.

I again had the pleasure of meeting Brother Jim Brodrick, who keeps his watchful eye on matters pertaining to the Electrical Workers in Quebec along with George Melvin from St. John, New Brunswick, Hope and Eminiti from Windsor, Ross from Vancouver. In fact the electrical workers in Canada had approximately 26 delegates there.

The social side of the gathering was ably looked after by the local committee while the community singing was conducted by Nig. Tracy of Thorold. His efforts along this line, late at night, were rewarded by the management of the hotel inviting our party outside for a midnight smack (excuse me, I mean snack).

Brother Borden Cochrane, after great effort and self-sacrifice was appointed teller for the election session and during one tense moment during the proceedings found himself the one and only pillar of support for President Bengough. He came through, however, with flying colors and callouses on his feet. Brother Farquhar had a little trouble at the first with the language but gradually picked it up until today you can't understand him at all.

Well, Mr. Editor, if you can manage to get this all in without cutting any out, I promise to be brief next month.

J. NUTLAND, P. S.

### L. U. NO. 377, LYNN, MASS.

*Editor:* As the new correspondent I will try to convey the news as I see it, and also wish luck to Brother McInerney (the ex.) in his sojourn around Pittsburgh.

Yesterday (September 18) we had our outing at Gym field and much is to be said in high praise of the committee in charge, Brothers Stanchfield, Craig, Burns and Dalton. Inasmuch as we here in the east are rationed so closely everybody had quite a surprise in store for them for we started out with the regular ball game, the usual electricians' score, 14 to 10, one and a half innings, game called because all players laid out on the ground (exhausted). By coincidence a beer truck broke down right outside the gate just before the game started. (I swear I will never umpire another one of those games again.) Well, Brother Rice, who by the way, was sports conductor, looked over the tug-of-war rope, which was lying limp on the grass and decided not to abuse the poor thing any more, so he got the dash races lined up and ready to go when the cook yelled from the dining space, "Come and get your corn with BUTTER." All I can say is that it's a good thing we had a lot of prize pencils because everybody won. Then came the surprise. Everyone got two lobsters in each hand, two chickens, fried and cut up in his arms, coffee to hold in his fingers (if lucky) an ear of corn (buttered) stuck in between his teeth. All then made their way to the tables to partake of a pre-war meal. They were gorging themselves of the chicken and sucking away on the lobsters when lo and behold, right in the center there was our little giant (B. M.) with his little knife and fork slicing away on a thick piece of tenderloin STEAK. There wasn't a sound (much). Well, everything was back to normal when a shriek sounded from the far end of the tables and Brother Finch stood up with a chicken leg in his hand yelling, "Look at the band on the leg. My Bessie!" (Moans.) Murder will out, as it seems the committee found out the dear Brother owns a big chicken ranch up in New Hampshire. Then there was a loud chuckle over in the other corner when one said, "You should laugh Brother Perry, wait until you see the broken padlock on your lobster car."

Seriously though, we had one of our best times, and it really did seem like pre-war days. And we will thank God when we can get back to them. I suppose if we want to continue to write in public and read these articles, we could bend an extra effort to buy just one more extra War Bond to make that day that much nearer. Don't they say the third drive never fails?

It seems that this locality is slowing down to a walk. We are about to wind up our last major project. With another member gone in the service (Brother Gover) and several of the boys going out to other territories and the shipyards, the local contractors are pretty busy taking care of the remainder. There is a good gleam in the future though.

We are anticipating the coming A. F. of L. convention in Boston next month, where we hope to meet our International Office officials and to get a bearing on our postwar future. So until then I will sign off.

DON PENDLETON, P. S.

### L. U. NO. 429, NASHVILLE, TENN.

*Editor:* Proof that L. U. No. 429 is doing its job on the war front as well as the home front is enclosed with names of our 95 men in the armed forces as of September 19. Many of these men have achieved high ranks in their particular branch of services but our records are quite inaccurate, therefore we give only the names with apologies where credit is due.

(Sorry! Lack of space will not permit us to publish your list.)

To those who might be a little doubtful regarding the fact that war contributions

do go directly to the boys of the armed forces free, they should step into the office of our local union and request to see some of the cards received from the boys to whom we sent Raleigh cigarettes. Lines such as "Thanks very much for the nice gift—we hope we won't fail you swell folks back home." And, "Thanks for the kind remembrance—it's a great feeling to know that someone has remembered," are numerous and should dispel any doubt that we are not only helping to keep up the morale of our fighting boys by these gifts but helping to drown misleading propaganda toward the cause of organized labor.

Our assistance in the Third War Loan Drive led by Ray Llewellyn is of course going over the top as usual.

Reports on the Labor Day bond drive have already exceeded \$15,000.00.

PAUL W. PYLE, P. S.

#### L. U. NO. 611, ALBUQUERQUE, N. MEX.

*Editor:* The experience Local 611 is having with the three-year contract with the Albuquerque Gas & Electric Co. is interesting. The idea of a three-year contract in these times is unusual in itself. The agreement was first entered into September 1, 1941, and was to run until September 1, 1944, and called for an approximate average increase in wages of 5 per cent for the second year and again for the third year.

As the time approached for the third year's increase, officers of the union, after finding that the company was willing to grant the raise as per contract, made application jointly with the company to the National War Labor Board's regional office in Denver for permission to grant and receive the increase, whereupon it was "denied without prejudice" by the stabilization directors.

The union then sent two representatives to Denver to get the case before the entire board consisting of four representatives of labor, four for industry and four for the public. It was suggested to the board that they might not have given adequate consideration to the significance of the contract between the company and the union. It was pointed out that the contract was agreed upon five months before the enactment of the Emergency Price Control Act and in no way violated the act; that the company was willing to grant the increase agreed upon in the contract; that the rise in the cost of living exceeds the wage increase; that the cost would not be passed on to the consumer thereby further boosting living costs; that an increase in wages would enable the government to collect more income tax from the workers and enable the workers to buy more War Bonds.

In reply the union representatives were told that to deny the raise would enable the company to pay more excess profits tax. To grant the raise would be contrary to the rules of the Little Steel formula and other rules laid down by the National War Labor Board and the application was refused by a vote of five to seven.

The case has been carried on to the NWLB in Washington.

One of the best arguments for buying War Bonds may be found in an account of an incident that happened in Sicily. The Americans were trying to take a hill occupied by the Germans. Officers were watching through their glasses from a distance. The whole hill was literally being torn to pieces by long-range artillery. All that could be seen was smoke and fire and dust. One officer remarked, "The taxpayers back home are taking that hill."

The more enemy positions we take like the one mentioned, the more of our boys will be

with us again after the war is over. But it takes money. Which do we want to give?

Local 611 has lost its first job to a non-union contractor since defense work started. The Helium gas plant job at Shiprock, N. Mex., is being constructed by the Hudson Engineering Co. of Houston, Texas.

JAMES MERRIFIELD, P. S.

#### L. U. NO. 697, GARY AND HAMMOND, IND.

*Editor:* Just a few random thoughts as I sit blowing smoke toward the ceiling.

I wonder how many of our members realize what a great union we all belong to? There may be other organizations equal to the I. B. E. W., but none superior. By superior, I mean the high class group of executives at our helm, and on down through our rank and file membership.

I note that in coming in contact with traveling Brother members from other locals, that they are, with a few exceptions, the sort of "guys" one would like to have as neighbors in his own home town. There are a few who are only opportunists or "card men" and never will be union men on account of the narrow, selfish shell called a body, in which they live.

It is the fine, friendly and fraternal spirit pervading our locals that makes the I. B. E. W. so outstanding. The friendly reception given the traveling Brother is seed well sown.

H. B. FELTWELL, P. S.

#### L. U. NO. 716, HOUSTON, TEXAS

*Editor:* Greetings from Local Union No. 716, Houston, Texas.

This organization put on a bond drive in conjunction with the Third War Loan Drive now in progress, and we are happy to report that the Electrical Workers on the various jobs throughout this jurisdiction purchased \$26,000 worth of War Bonds. We feel that our membership has made a concentrated effort on this drive, and the results are very gratifying indeed. The stewards on the jobs are due a great deal of credit for the effort put forth, and the efficient manner in which the applications for bonds were handled. We hope that these bonds will do their part in some small way in bringing us closer to victory. We trust that all the boys in service may come back to a post-war era which will make their sacrifices worthwhile.

Local Union No. 716 is launching its apprentice training program for the year beginning September 30, 1943, and we are going to enforce rigid rules and penalties in order to make all apprentices and other class wiremen attend this school, for we feel that in the postwar era, we will see a period which will demand much more knowledge of our journeymen members, and of course, we hope that most of our membership who are eligible for school will avail themselves of this training, but on the other hand, we will make it compulsory for the few who must have it that way.

The chief stewards of all crafts in the Houston Shipbuilding Corporation's Irish bend yards sponsored a Labor Day program for the launching of the S. S. Erastus Smith. Principal speakers on the program were Colonel Ernest O. Thompson, railroad commissioner, state of Texas, and Mr. Dan W. Tracy, assistant secretary of labor. The program was well planned and I am sure organized labor appreciates very much the cooperation extended by the management of this yard in putting on this program. Members of No. 716 are always glad to have Dan Tracy back in Houston for a short visit.

## Season's Greetings

Will this be your gift to your organization?

Regular attendance.

Cheerful acceptance of place on committees.

Purchase of tickets for money-making events.

Greetings and welcome to new members.

Words of encouragement to the over-worked president.

Praise to the committee chairman who actually does a good piece of work.

Kind comments on the work of the officers and committees.

Constructive criticism.

Subscription to official organ.

Prompt response to correspondence.

Offer of service.

Contributions to the projects of your organization.

All of these gifts will be much more effective if carefully wrapped in the white paper of loyalty and cooperation, bound with the bright ribbons of cheerfulness and sealed with friendship seals.

—Courtesy of the Oregon Journal.

Work in the jurisdiction of No. 716 is finishing up. We have several large projects still going, but our rubber program will finish in part by late fall. We have no new work scheduled at the present and so we feel that 1944 will bring this local union back to normal times again. From the amount of wires received in the business office of the organization, we surmise work is finishing up generally throughout the country.

L. J. GALMICHE, P. S.

#### L. U. NO. 794, CHICAGO, ILL.

*Editor:* Greetings. Thursday, August 26, 1943, our local dedicated a service plaque in honor of our fellow members who are at present serving their country in the armed forces. There were present at this dedication the mothers of those boys whom we had especially invited to witness this dedication. The dedication was conducted by the post from the American Legion, who did a splendid job.

Thursday, August 19, 1943, at our regular meeting we discussed some very important business. The high light of the discussion was a letter read from the Trades and Labor Council of South Chicago A. F. of L. requesting our local to send delegates to a meeting of special interest arranged by a joint legislative committee to hear a report by the Honorable Scott Lucas, U. S. Senator; Honorable William A. Rowan, member of Congress, 2nd district, Illinois, and Honorable Fred E. Busby, on their past record and their attitude toward organized labor's legislative program, including price rollback, subsidies, the Smith-Connally Act, the Hobbs bill, the Dingell bill and many others. While talking about legislation I want to take this opportunity to state here the importance of such a committee. For example Brother Gillie, general chairman Belt Railroad, Chicago, who is also chairman of the legislative committee of Local No. 794 has been giving a great part of his time and energy in meeting with committees from other railroad locals laying the ground work for the railroad workers in Chicago so that when 1944 comes around our voting strength will

be realized and when we go to the polls we will have that firm determination that we are going to defeat our enemy. For your information arrangements are complete for a political action conference in the third congressional district, Colonial Hall, 5436 Wentworth Ave., Chicago, Friday, October 22, 1943, 7:30 P. M.

Another important question was the resignation of our financial secretary, Brother Bacus. I need hardly say the loss of this Brother to our local can not be evaluated. For seven long years Brother Bacus kept up the good work of this local, giving practically all of his time. Our associations with him have cemented a friendship of understanding that will not be forgotten for years to come. Brother Bacus was made foreman on the N. Y. C. Railroad at 41st Root street coach yards, Chicago, Ill. The members of Local No. 794 wish him the best of luck in his new vocation in life and as a token of appreciation for his ever devoted efforts and loyalty to this local, the members presented Brother Bacus with a wrist watch engraved, Local 794, I. B. E. W.

So much for this part of the business. I read an article in the September issue of *Reader's Digest*. At the top left corner in small print "Check inflation at the source!" In bold print in headlines it reads as follows: "Unskilled Workers: \$214 a Month," by Albert J. Engel, member of Congress from Michigan. I have read this article very carefully. Before commenting on this article I would like to quote a few of the high lights from it: "I am a member of the House committee which looks after War Department appropriations. I believe it to be my duty not merely to provide funds for this war but to see what is being done with them. To find out why a 30-ton tank costs \$90,000 and a 105 mm. gun costs \$21,000, I have visited 47 war plants interviewing personnel and inspecting books. What I saw has made it abundantly clear to me why our war is costing so much and why inflation is on the march. The story of inflation is to be found in the payrolls of our war factories."

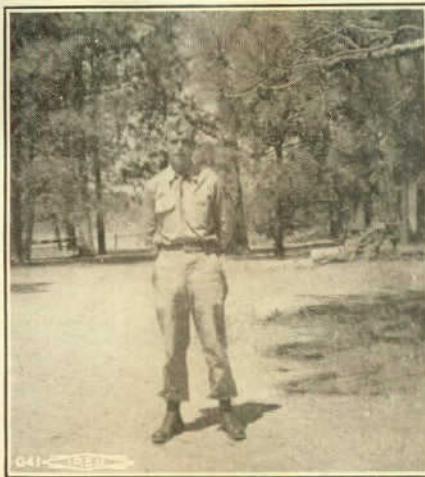
The writer of this article goes on to state that he has certified copies of the actual payrolls. He gives a list of names, wages and occupations—welders, drillers, filers, assemblers and so on. Congressman Engel is very careful when stating the wages of various classes of workers. Mr. Engel takes great pains to give a detailed statement on wages for unskilled workers as he put it, using astronomical figures. He averages some of the war workers' wages saying that they make from \$214 to \$241 per month. He gives a statement from a housewife now using the welding torch. The work is hard, she says, but she finds it no harder than her every day housework, still she earns \$270 a month. In one plant, says Mr. Engel, and I quote, "I took the names of 25 filers on machine guns. These men are now getting from \$4,200 to \$8,004 a year." This makes nice reading and sounds like a lot of money, and no doubt it is, and when we read this, we begin to compare our wages and it makes us jealous and discontented. We take these statements into our own shops, show them to our fellow workers—such large sums of money for unskilled labor and here I am a skilled worker and I do not earn nearly that amount. And so the talk goes around. Of course some of us do not fall for this; we just accept it at its face value. I believe the best way to answer Mr. Engel would be to ask a few questions.

Mr. Engel states in his article that he had access to the book of payroll with names, wages and occupations.

1. What about the books of the employers and the fabulous profits they are making?

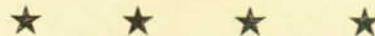


Here is a picture of one of our members, Pfc. Alfred Pillow, who was a journeyman wireman in L. U. No. 440, Riverside, Calif., before he began to work for Uncle Sam. This snapshot was taken on Alfred's recent furlough when his



PRIVATE ALFRED PILLOW

dad, J. F. Pillow, also a member of L. U. No. 440, took three days needed vacation from his important defense work, and with the rest of the family joined Alfred in a few days hunting and fishing. Pfc. Pillow is with the Amphibian engineers and he says his electrical training has been most helpful to him in his new work.



2. I wonder if Mr. Engel had access to their books?

3. Why does not Mr. Engel state the profits of those companies along side the wages of the workers, for we would like to compare them?

4. Why don't Mr. Engel give the number of man hours of those workers?

5. Why is it that a congressman and a member of the house committee which looks after War Department appropriations gives a detailed statement of wages of war workers without stating the profits of the employers for whom they work?

Think those questions over and draw your own conclusions.

It is not my intention to challenge Mr. Engel's figures. Suffice it to say that I am inclined to believe there is another reason behind it all. While Mr. Engel is much concerned about inflation I notice he fails to mention the high salaries of presidents and vice presidents of those companies who draw from \$80,000 to \$100,000 a year, not to mention the preferred stockholders, and there are many of them. I suppose that has nothing to do with the cause of inflation. I wish I had the time and space to go into detail on this matter, but I will have to conclude with this closing statement: We must be on our guard in reading such articles as this. Surely we know from past experience that employers were very careful in paying their workers high wages, for we can recall the Henry Fords, the Girdlers, the McCormicks when the workers' blood flowed in the streets. Of course this was in peace time. It is not so easy to dismiss this from our mind. I have

answered this to the best of my ability. I hope I have cleared away some of the mist.

W. S. McLaren, P. S.

#### L. U. NO. 858, SOMERSET, KY.

*Editor:* It has been quite awhile since this local has submitted any news, but we will try to be more frequent in the future.

We have held our local election replacing all the old officers but one. W. J. Goforth was elected president. To this man we presented the job of shouldering all the trials and tribulations of our membership. But Goforth is a pretty solid man and should be able to stand up under the load.

Some time back I read in the JOURNAL an article from an Atlanta local in regard to Diesel crews doing the work that belongs to us electrical workers. I heartily agree with this correspondent in this matter, and as he said the Diesel is nothing less than a rolling power house.

Here on the C. N. O. & T. P. I can say that 90 per cent of the trouble on these trains could be avoided, saving many hours delay, if there was an electrician present at the time.

As I hear on the Eastern Lines there is already another man assigned to the Diesel crew which by all rights should be an electrician.

It seems to me as if this would be a good time for our representatives to look into this matter, and do a little howling in behalf of the men that they are working for. And so should all of our local members get together and prod our representatives into doing a little investigating. Maybe we here on the Southern can nip this in the bud.

We have six members in the armed forces and two of our oldest members have relatives in service, Mr. A. E. Burns has a son in the Army, and W. L. Todd has a grandson in the Air Force, all of whom are doing a grand job, I'm sure.

BERT HINES, P. S.

#### L. U. NO. 921, ELIZABETH, N. J.

*Editor:* Local Union No. 921, Elizabeth, N. J., whose membership is composed of employees of General Instrument Corporation, manufacturers of radio communication equipment and variable condensers, has not been heard from through the medium of these pages for a long time.

Much has transpired here, the changing over to war production, the loss of many of our stalwart union members to the military forces, and an outstanding event, the award of the Army and Navy "E" in June, 1943. We hear regularly from our members serving now in all parts of the world. Happily they are all still interested in 921's progress. Our former business manager, J. DiGiania, is a flying cadet in the Army Air Corps, and Executive Board Member Minnie Litwick is a sergeant in the Wacs. Sergeant Litwick, while home on furlough, attended a membership meeting of No. 921 and advised the members to keep the union strong. The award of the Army and Navy "E" was presented with elaborate ceremonies in the Twin Cities Stadium, Elizabeth, N. J., and was attended by various state dignitaries and International Representative William Beedie was an honored guest on the platform, in recognition of his untiring services to Local No. 921.

Our labor-management committee is functioning full blast and is responsible for many improvements in the factory. Our new agreement with the company, after long and arduous negotiations, was finally signed on March 12, 1943, to be retroactive to February, 1943. Unfortunately we are still awaiting

decision on wages from the WLB. Today labor has a conglomeration of government boards to deal with and we have yet to learn of any labor board taking prompt and decisive action.

Our negotiations for a new agreement and increased wages were tough as usual, but International Representative Bill Beebe was always there when the going was toughest, and the members of No. 921 believe, as Secretary of State of New Jersey the Honorable Joseph Brophy said at the Army and Navy "E" presentation, "Bill Beebe is one of the outstanding, best informed labor leaders" and the employees' gains and accomplishments are testimony to the International Office representative's continued guidance.

Signing off 'til next time.

A. MAURER, P. S.

#### L. U. NO. 980, NORFOLK, VA

**Editor:** Labor is going on the air. Sponsored by the Norfolk Central Labor Union, a program will be heard every Sunday evening at 8:00 P. M. Several A. F. of L. unions in this locality will inform the public about some of the good things that labor organizations are doing—things that certain columnists seem never to have heard of. The program will be heard over station WSAP at Portsmouth, Va.

Our contract negotiations have progressed very nicely, but due to other pressing business they had to be discontinued for two weeks. However, we hope to resume them by October 1. We are all anxious to begin working under a real I. B. E. W. contract. Brother Preston from the International Office is assisting Representative Reilly and they are doing a fine job indeed.

We regret to report that Brother Stotz was recently injured on the job. At present he is still confined to his home, but we hope that he will soon be able to return to his job.

We have suffered a terrible disaster here since our last report. On September 17, a number of depth charges exploded at the naval operating base demolishing a hangar and several buildings. The explosion killed 27 persons and injured about 250 others. A number of the victims are still in a critical condition. The Navy gave high praise for the quick mobilization of all emergency organizations. This is the worst disaster here since the burning of the airship Roma early in the 20's.

Guess that is enough to report for now. BACK THE ATTACK boys. We are raising our quota here.

H. C. COPELAND, R. S.

#### L. U. NO. 1001, WILKES-BARRE, PA.

**Editor:** After reading the JOURNAL for the past several years, I fully realize the precarious position a scribe had wished upon him. Nevertheless, as appointed scribe by the chairman of the Pennsylvania State Association of Electrical Workers, I will make my first attempt to fill the assignment to the best of my ability, if space will permit.

Delegates to the Pennsylvania State Association of Electrical Workers enjoyed and derived much benefit from a regular meeting, held in the city of Harrisburg, Pa., September 13, 1943.

Due to arrangements made with Mr. Kern of the War Finance Committee of Pennsylvania, associated with the Treasury Department of the United States, Mrs. Lowen, a representative of the Dauphin County Committee, was delegated to speak to the members of the association, concerning the Third Bond Drive. She gave a very inspiring address, supplied literature and very ably pointed out the importance of the support expected of labor. She asked each delegate



#### WEAR YOUR SERVICE STAR

The above emblems, designed for I. B. E. W. members having members of their family in the service, are made in plastic, with celluloid lapel button, and for our women members there is an ordinary pin attached, for fastening to the garment. The scarcity of metals for war uses has made it necessary to manufacture the emblems of the above materials. We can furnish them with one, two or three stars, and the price of the emblem is 25 cents.

to carry her message to the various locals and communities of the state.

Brother P. Healy of the International Office staff attended this meeting and highly complimented the set-up of the state association.

International Vice President Walker addressed the members and pointed out the many problems confronting the electrical workers and the many changes anticipated after the war is over.

The importance of affiliation with the state association was discussed, dealing with legislative matters and many other questions concerning the electrical workers.

Delegates freely discuss many of the problems confronting their locals and usually receive some helpful advice from other delegates, who have dealt with similar problems.

JOSEPH M. FOOTE, P. S.

#### L. U. NO. 1039, HULL, QUE.

**Editor:** This is the first contribution of news from this section of the I. B. E. W. organization, but it happens to be good news as far as this local is concerned, and we hope to continue writing items for the JOURNAL.

Well, to start with, our local was organized around the first part of 1943 and our charter was granted on February 27, last. Since then our officers were elected, executive committee formed, and the various shop stewards appointed. In the following months the president and executive committee have given much of their own time in order to draw up a wage schedule and better working conditions for all of us.

#### Movies for War Plants

Three new movies are now available for exhibition in war plants. They are: "December 7th," "The Life and Death of the Hornet," and "The Navy Flies On." Get them from Industrial Incentive Division, Navy Department, Washington, D. C.

"December 7th" shows the events leading up to the Japanese sneak attack on Pearl Harbor and shows the destruction wrought at the base. Good documentary.

"The Life and Death of the Hornet" is the complete film story of the Shangri-La from which Maj. Gen. Jimmie Doolittle's fliers took off to bomb Tokio. Film shows her sinking, too.

"The Navy Flies On" traces the dramatic history of the Navy's air arm. Lots of plant pictures.

The companies (Gatineau Power Co., Gatineau Electric Light, and Gatineau Transmission Co.) appointed their committee to meet our own committee to discuss the above matters. Through these negotiations an agreement was drawn up and signed jointly by both committees and presented to the National War Labor Board on July 27, 1943. This was ratified by the War Labor Board on September 11, 1943, and the agreements are now in the hands of the company and they are now working on it so that we will receive our new rate in the first check in October with the increase retroactive from the 1st of April, 1943.

There are still a few minor details to be ironed out, but committees have been appointed to look after these differences.

A few of the benefits are as follows:

A—Wages brought to a standard basic rate.

B—An adjustable sliding wage scale on the appointment of new employees.

C—All cost of living bonuses made standard.

D—Holidays with pay where none had been granted before.

E—No overtime unless paid for as per agreement.

I would like to state here that a great deal of credit should be extended to our officers and committees for their untiring efforts in our behalf, and also due to the fact that cordial relations between the company and our own officials were maintained throughout the whole proceedings. The company proved to be very cooperative in these negotiations.

A letter was received from Mr. C. N. Simpson, vice president and general manager of the Gatineau Power Co., expressing his gratification of the manner in which all business was carried out, and the cordial relations which existed, and hoped that they would continue.

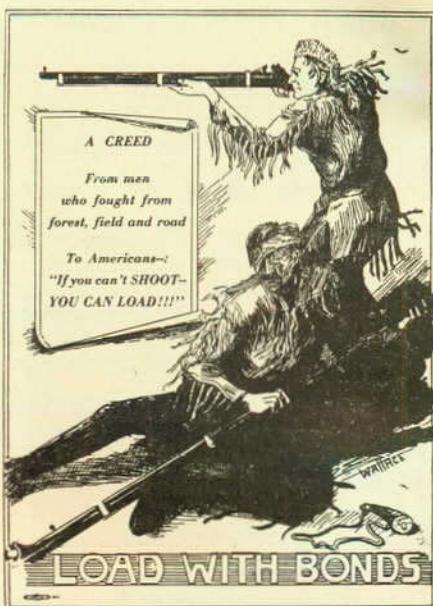
GODFREY M. SINCLAIR, P. S.

#### L. U. NO. 1067, WARREN, OHIO

**Editor:** Hello, everybody. Here we are again, Local No. 1067, Warren, Ohio, telephone operators.

We are getting our Christmas boxes ready for the boys, the same as last year, with prizes for the most original and best-packed boxes—\$5.00 first prize, \$3.00 second prize, \$2.00 third prize. These are for both overseas and U. S. A. boxes.

Our delegates to the state convention at Columbus were Miss Jean Johnston, our



president, and Miss Sally Parks, a long-distance supervisor.

We are planning to entertain the boys from Camp Reynolds, Greenville, Pa., which is a training center near here.

We raised over \$1,627 in bonds for the Third War Loan Drive.

Will have more to write about next time. Yours for victory soon.

VADA T. LALLY, P. S.

#### L. U. NO. 1214, MANDAN-BISMARCK, NORTH DAKOTA

*Editor:* It seems that President Curt Durlam of Local 1214 (Mandan-Bismarck) is the owner of a steam roller. Perhaps the readers are wondering what a steam roller is doing in the ranks of the I. B. E. W.? It's a long story, but we will try to condense.

This steam-roller is not the kind used to pack pavement or roadbeds, but the kind used to make some poor Brother the goat when it comes to paying the check. (Perhaps we should get Brother Chernich to explain.) When we have a new member all signed up, we have a steak feed at our first meeting thereafter. This is where the steam-roller comes in. It takes care of the initiation and the check.

The same method was tried on Brother Lason and yours truly for a fish dinner after we returned from our vacation to the lakes. It looked as though it had failed and Brother Curt had a salvage collector give him an estimate on the contraption. However, we did give them the fish feed, and a very nice one at that, but not until another Brother promised a pheasant feast during hunting season. (By the way, Brother Curt had to have his jaw reset. It dropped a foot when he saw the fish.)

Perhaps we can give out some very good news in the not-too-distant future. We have several little matters in the fire that should materialize very soon. One of them might be new contracts.

BOB KYLLINGSTAD, P. S.

#### BROWN'S BROADCAST CEMENTS SOUTH AMERICAN FRIENDSHIP

(Continued from page 391)

against the brutal nazism, and against the corruption of fascism.

In the lands of our enemies, there is no genuine trade union movement. This is

a lesson that organized labor of the United States has emphasized again and again through the official pronouncements of the conventions of our organization. This is the truth that organized labor must live by, if it is to live at all, free from dictatorial control. This is our point of view wherever we may go.

I send greetings to my fellow members of the American Federation of Labor and all labor. Also to President William Green and my friends. As we have learned to say in Chile—"Saludos."

*Announcer:* We shall now hear from Mr. Samuel Phillips, vice president of the Brotherhood of Locomotive Firemen and Enginemen.

*Mr. Phillips:* Since our arrival in Chile, we of the North American labor delegation have been deeply moved by the warm hospitality of the officers and members of the Chilean labor movement, and especially by those kindnesses that have been so graciously extended to us by its willing leader, Bernardo Ibanez. These attentions, while heaped upon us as individuals, do not stop there. They symbolize the sincere respect and regard held by the Chilean workers for their fellow workers in North America.

When President David D. Robertson, of the Brotherhood of Locomotive Firemen and Enginemen, asked me to represent him on this mission of good-will, he was particularly keen that I learn something of the railroad organization here in South America. You will be interested to know that the oldest continuous trade unions in Chile, like those of the United States, are those of the railroad workers, the engineers, firemen, and apprentices of such groups having first organized some 54 years ago, around the year 1889. Since coming here, I have had the pleasure of riding in the cabs of steam, electric and Diesel locomotives to attend meetings of railroad workers and to fraternize with them generally, and here I find among this group the same comradeship that railroad men find always with one another.

The labor organization which it is my privilege to represent has for many years been concerned in the welfare of workers in other countries, and the journey in which I am now participating with the leaders of the A. F. of L. and C. I. O. is the latest evidence of our traditional interest in developing a broader understanding among all workers of all countries. President Robertson had this in mind when he appointed me to serve as a member of the labor delegation now touring the great South American Republic of Chile. He also had in mind that as citizens and workers, organized labor has a stake in inter-American cooperation, and that our interest in bringing the peoples of North, Central, and South America more closely together is an undertaking worthy of the constant and untiring efforts and continuous consideration of all concerned, and so through this process, it is inevitable that labor of the western hemisphere will more effectively contribute to the present allied war effort and more fully develop inter-American relations.

*Announcer:* And now the third leader of the U. S. labor delegation, Mr. David McDonald of the Congress of Industrial Organizations.

*Mr. McDonald:* The first impression I received of Chile was that the people are like those of the United States in many respects. Basically their gigantic origins are the same as ours. Their culture, habits of work, art, architecture, aspirations for a better economic life, and desire to continually implement their fine and improved

political and industrial democracy are familiar to us and resemble in almost every particular our own.

Chile is a land of great contrasts, of fifteen-ton trucks and ox carts. It spans the western edge of a vast continent. Its great sandy wastes burning under northern sunshine, fertile plains and valleys, lofty snow-capped mountains, rolling hills, mineral deposits, its southern land of lakes, magnificent harbors, industrial cities—but of course, no Pittsburghs, Chicago, nor Detroits—remind the American traveler of home, whether home be California, Wisconsin, Pennsylvania, or New England.

The wealth of Chile is still untapped. It's a land of the future. Much remains to be done. The people with whom I have come in contact look forward to the day when their industries and resources will be developed to a point where Chile will be an outstanding manufacturing nation. They admire the industrial enterprise of the United States and do not hesitate to ask about it.

The working men and women of Chile enjoy the benefits and protection of strong labor unions which operate in a democratic fashion. These organizations have steadfastly advanced because of the Allied Nations. They have foreseen strikes for the duration of the war, as organized labor has done in the United States. The man on the street is outspoken in his friendship for the United States. At every meeting which I have attended the mere mention of the achievements of the people of the United States on the fighting and production fronts has brought down the house. The Chileno feels and knows that this is his war, this war of free men in the defense of their freedom—a struggle of free men who will stay free. These declarations and emotions are matched in person by ranking officials of the government, the Army and Navy. "What can we do to help you win the war?" is the question I hear from countless sources. And the answer is: produce the raw materials, increase your production, and maintain your strength in us and for us. And how are two nations thus tied together? I have seen machinery made in Milwaukee, Schenectady, and Pittsburgh by members of our union, headed by Mr. Philip Murray, now utilized efficiently for the modern processing of materials vital for our war effort.

I fervently hope that down through the years our mutual manifestations of friendship will result in a practical improvement of the life of the people of all America through the proper utilization of the resources of a God-blessed hemisphere.

*Announcer:* You have just heard from the U. S. labor delegation who are visiting Santiago, Chile.

*Labor program from Chile, broadcast over Mutual Network to the United States, Friday, August 20, 1943, 6:15-6:30 p. m., E.W.T.*

#### MANPOWER

(Continued from page 388)

Leaders of organized labor, however, put forward a different view. They contended that the present situation proves labor was right when early this year it warned that the army was planning too large a military force and that production would suffer.

Back in March, the A. F. of L. forecast that a 11,200,000-man army, insisted upon by the "brass hats," would "strip industry of skilled workers." The Federation

contended that, with America serving as an "arsenal of democracy," it was more urgent to maintain an adequate industrial force than build an excessively large army.

#### EVENTS JUSTIFY WARNING

President Harry W. Fraser of the Order of Railway Conductors, who is a member of the labor-management policy committee of the Manpower Commission, declared that "events have proved labor was correct in warning against too large a military force."

"We are now smack up against the situation that labor predicted—namely, mobilizing an Army and Navy so great as to leave too few workers behind to man the arsenal of production," Fraser pointed out.

#### SLOWLY A. T. & T. TOLLS ARE WHITLED DOWN

(Continued from page 389)

Federal Communications Commission which has jurisdiction over interstate rates only. The commission insisted that the earnings from such rates should be considered by themselves regardless of over-all system earnings and insisted that, when so considered, they produced a return greater than could be justified.

"The reductions in rates were agreed to by the company because of this position of the commission, which the company believes is unsound under present conditions but which the commission considered is within its discretion; and because the company felt it important to have the rate proceedings discontinued so that it could get on with the business of helping win the war."

It is interesting to note the similarity of reasoning adopted by the two men quoted. This illustrates the manner in which Mother Bell indoctrinates all of her satellite companies and how the doctrines laid down by the heads of the system are followed right down the line.

Another significant fact was apparent in analyzing the reports of these rate reduction cases. In all cases the reductions were ordered because the commissions felt that the profits which the companies were earning could not be justified. And in almost every instance the telephone companies have agreed to these rate reductions before the investigations which were instituted by the commissions could be completed. This was true of the case of the long-lines department mentioned above which resulted in rate reductions amounting to \$35,000,000 in 1943. A. T. & T., in opposing the investigation, had contended that a reduction in telephone rates would tend to accelerate business at a time when the company's facilities already were overtaxed to the point where the Board of War Communications had found it necessary to establish a system of priorities on long-distance calls. However, when the commission insisted on going ahead with the investigation into the profits of the long-lines department the A. T. & T. soon came to terms under an agreement calling for cancellation of the investigation into all charges of A. T. & T.'s long-lines department, which includes the leasing of telephone and telegraph wires as well as the leasing of long-distance telephone service. The public hearing in the investigation proceeded only two days before it was recessed and followed by

private conferences which resulted in the agreement.

The alacrity with which the A. T. & T. and its subsidiaries hasten to make these compromised settlements before the proceedings divulge too much information concerning telephone profits leads one inevitably to the conclusion that Mother Bell has not been telling the whole truth where profits are concerned, and that in spite of her claims to having a deep sense of responsibility to the public which she serves she is reluctant to have the dear public know all.

As a result of the 1943 reductions in long-line tolls the United States government, which leases 43 per cent of all such lines rented by the company, will save approximately \$11,900,000 on its phone bill this year. In view of the economy measures which are advocated by Congress this saving should justify the existence of the FCC. This one rate reduction saves the government more than twice the amount allocated in the budget to the FCC this year.

#### LOCAL UNION SEES RESEARCH BASIS FOR PLANNING

(Continued from page 396)

other parts plants doing business here that was unheard of before the war.

Then, because of being a coast city with a few small boat yards, the war brought us other things to think about, and with the Navy taking over many of the fishing boats on the coast, our boat yards took on a new appearance. Our three small boat yards that had employed from two to three electricians now have from 10 to 15 men in the smallest, to over 100 in the largest. All told, something like 300 men are now working in the shipyard industry.

The concrete shipyard is rather unique in that they are building barges out of concrete and have launched nine up to this time. Some of these barges have made more than one trip to the war theatre in the Solomons, loaded with oil, and have proved very satisfactory for this type of work. The concrete shipyard here, is the only yard building concrete ships or barges that did not have their maritime contract cancelled last month when big steel agreed to furnish steel for boats, and the concrete shipyard will finish its original contract for 22 barges.

#### WORK CARDS RECORD PROGRESS

In looking back over our statistical record since 1933, when we started the work cards, it is very gratifying to note our progress, and had we not been using the statistical cards it would be impossible to note this progress, and while a great many out-of-town men did not fill out and send in the work cards, not seeing the necessity for complying, the Brothers as a whole did very well, and we have a very satisfactory report as the result.

Construction work here is almost over and we are trying to fit our out-of-work construction electricians to the art of building ships, and have worked out a satisfactory plan with the shipyards that are in need of men, to use our construction men whenever possible, releasing them to keep whatever construction work going that is necessary. This has

two advantages, while the shipbuilding scale is less than the construction scale, it provides the necessary mechanics for the shipyards which sorely need them, and it brings the construction men a little revenue, which is sorely needed in these times of labor shortage and revenue shortages, to meet all of our taxes that go to winning the war.

I wish to take this opportunity to thank all of the sister locals and their members for their whole-hearted support in helping us to get our part of the war program completed and in working order in the shortest possible time, and if at some future time we are able to assist again in supplying men for your work, or work for your members, you can always believe me to be ready and willing to gladly give that assistance.

#### THE YANKS ARE COMING

(Continued from page 395)

wickedly and turn them one against the other, but they are never very successful for very long. The fact is, that the common bond of love for liberty has bound these people inescapably together for 200 years, and today the bond is much greater and stronger than ever.



IPFU 414

You want the JOURNAL!

We want you to have the JOURNAL!

The only essential is your

Name \_\_\_\_\_

Local Union \_\_\_\_\_

New Address \_\_\_\_\_

Old Address \_\_\_\_\_

When you move notify us of the change of residence at once.

We do the rest.

**International Brotherhood of Electrical Workers**

1200 15th St., N. W.

Washington 5, D. C.

## BROTHERHOOD VOTES TO AID MILITARY MEMBERSHIP

(Continued from page 402)

carried, that the applications of the aforementioned members be approved, and that the names of these applicants be placed upon the pension roll, and that their pension payments are to begin when the applicant shall have filled out and filed with the International Secretary the special withdrawal card which is to be sent him by the International Secretary.

The application of Charles Hagerman, I. O. member, for a change in his age record, was granted; his requested change being supported by written evidence which substantiates his claim to birth as August 6, 1882.

The application of Albert W. Goodwill, L. U. No. 58, for international pension was denied because the applicant has not established twenty years' continuous standing in the BROTHERHOOD.

The application for international pension of Harry Yeske, L. U. No. 1147, was denied because of lack of twenty years' continuous standing in the BROTHERHOOD.

The appeal of William McQuade, L. U. No. 3, for reinstatement to good standing as of January, 1941, and the issuance of a military service card as of the same date (January, 1941), was granted, due to the fact that the evidence proved that the member had complied with all the laws pertaining to military service cards and the payment of dues, but that due to the mislaying of correspondence, which was placed in the wrong file, this member had been denied his rights under the constitution. William McQuade's military service card therefore was ordered accepted.

The executive council examined all the written evidence submitted, including letters under date of September 9, 1943, and September 20, 1943, and found nothing in this evidence to prove that Furmin J. Lubischer, L. U. No. 618, had complied with the BROTHERHOOD military service membership laws; therefore his request for military service membership was denied.

The evidence presented in the form of an official receipt and correspondence, in the case of M. J. Everts, L. U. No. 876, showed that the member had complied with all rules governing the payment of dues and should not have been declared delinquent. The standing of M. J. Everts in the BROTHERHOOD was ordered reinstated, and is to show no break in standing for the period involved in this case.

The International President, at the request of the executive council in the June 1943 meeting, made a further investigation of the case of Dick King, L. U. No. B-66, and submitted a report of this investigation to the council. The council reviewed this and previous evidence submitted, and agreed that the decision of the International President as rendered in this case, which was that the decision of International Vice President Ingram as of February 16, 1943, which sustained the action of the executive board of L. U. No. B-66, was made in accordance with the law and is hereby sustained by the executive council.

The written evidence presented and read to the council, pertaining to the case of Charles L. Sigler, Jr., Card No. 707663, of L. U. No. 558, showed that the member had complied with the laws of the International Constitution governing his membership, but that due to the war, circumstances had arisen

over which he had no control, which caused his membership standing to be clouded; therefore the council ordered that his standing be made continuous in so far as the dates involved in this case are concerned, and that he be admitted to military service membership.

International Secretary Bugnizet reported that the referendum recently voted upon by the membership, relative to making the assessment 25 cents per month per beneficial member for military service membership, and the referendum voted upon by the non-beneficial members (B members), granting the non-beneficial members (B members) paid-up military service cards when in the federal service, as prescribed by our constitution, was adopted by the following vote:

### *Beneficial Members' Vote*

For the 25 cents per month military assessment	81,619
Against the 25 cents per month military assessment	22,054
Majority	59,565

### *Non-Beneficial Members' Vote*

For the granting of military service cards gratis to B members	494
Against granting military service cards gratis to B members	28
Majority	466

The International Secretary informed the council that he had complied with the mandate, and will publish the result in the official Journal (see page 421), and that he had notified the different local unions to this effect, with instructions to place the changes in effect. The council concurred in the action of the International Secretary.

In conformity with an action taken by the executive council at the June, 1943, meeting, with reference to the Hollywood, Calif., situation, the International President and the International Secretary made further reports, which were fully reviewed and further instructions were issued by the council to the International President.

Local Union No. 194 appealed from the decision of the International President, as rendered under date of May 18, 1943, wherein the local union was denied the right to purchase a certain piece of property. The council, after examining all the evidence submitted, sustained the decision of the International President.

On motion which was properly made, seconded and carried, the International Secretary was authorized to open an account with the Bank of Nova Scotia, in the city of Winnipeg, Manitoba, Canada; this account to be in the name of the I. B. E. W., and withdrawals to be made by checks signed by the International Secretary of the I. B. E. W. This account is to be known as a pension account, and is to be used for the purpose of paying Brotherhood pension claims to Canadian pensioned members.

Local Union No. B-309 appealed from the decision of International President Brown, wherein he granted permission to the members of L. U. No. B-309 known as inside electrical workers, to transfer their membership from L. U. No. B-309 to L. U. No. B-274; the latter local union having recently been chartered to take into its membership the inside electrical workers of L. U. No. B-309. Appearing in defense of the appeal from L. U. No. B-309 were B. S. Reid and Roy Camerer. Appearing in defense of the International President's decision in the case was A. B. Touchette, L. U. No. B-274. Appearing in defense of the appeal, but not representing either local union were Monroe Emge and George Fischer, members of L. U. No. B-274. The council reviewed the evidence submitted. In questioning the witnesses, testimony was

given by one of the contending parties which was not denied by the opposing side, and which caused the council to request the International President to investigate this angle of the case and report back to the executive council at their next meeting, when the council will act upon the case.

The 1941 (St. Louis) convention (law committee) non-concurred in all resolutions pertaining to the Brotherhood pension and the E. W. B. A., and instructed the International Executive Council to make an extended and thorough investigation of "both funds" and to report to the 1943 convention (postponed) their findings and recommendations for changes in the laws governing both the pension fund and the E. W. B. A. funds, so as to place both of these on a sounder basis. Your council, in conjunction with your International President and International Secretary, has given much time to these problems. Each member has sought and received advice from the membership in his district, as well as having had the advice of men in his district whose life-work has been life insurance and pensions. Your International Secretary has given much of his time to safeguarding these benefits against encroachments by state insurance departments (state of Michigan), and he has had prepared for the council a full and detailed report of the action of the Insurance Department of the State of Michigan, and of the recent examination and report on the E. W. B. A. by the Insurance Department of the District of Columbia.

The council, having devoted several days to an examination and discussion of these reports, concluded as follows:

That the International Secretary is to insert in the official JOURNAL the full text of the report of the recent insurance department examination under the caption of "Valuation;"

That further, he is to publish in the official JOURNAL the compilation and material that he furnished the local unions for the use of pension committees;

That he prepare and submit to the membership a referendum which will have for its purpose the placing of an assessment of \$1.00 a month per beneficial member—this assessment to be applied for the first six months of 1944, beginning January 1, 1944, and ending June 30, 1944, and beginning July 1, 1944, and continuing thereafter the assessment to be cut from \$1.00 a month to 50 cents a month per beneficial member;

That the \$1.00 assessment be divided as follows—70 cents to be placed in the pension fund, and 30 cents to be placed in the E. W. B. A. fund; and

That the 50 cents assessment be divided as follows—20 cents to be placed in the pension fund, and 30 cents to be placed in the E. W. B. A. fund.

Because the 1943 convention was postponed, your council, in keeping with the recommendation of the law committee of the 1941 international convention (pages 265-266 of convention proceedings), which was supported by a vote of the convention, submit the above to the membership, with our recommendation that it be adopted.

The committee on audit—Executive Council Members Preller and Foehn—reported that they had examined the audit of the I. B. E. W. and E. W. B. A. accounts as submitted to the council by the firm of Wayne Kendrick & Company, Certified Public Accountants, and found that all accounts checked and that the records were in order. It was moved and seconded, that the report of the committee be approved. Motion carried.

The council reviewed the reports of the council members, of their activities in their districts since the last meeting.

The International President and the Inter-  
(Continued on page 423)

# Official Business

*Following is the vote of the membership on the recent proposition submitted by the executive council as per Article XXIX, Section 2 of the Constitution:*

This amendment is submitted by the Executive Council as per Article IX, Section 6, and Article XXIX, Section 2, of the Constitution:

**PROPOSITION:**

"Art. XIV, Sec. 8. All beneficial members who have twelve months or more of continuous standing, drafted or entering military service, shall be issued—an application by the member—a military service card, and one designated portion of the card is to be sent to the International Office by the financial secretary of the local union within thirty days. A member issued such a card shall, on being demobilized from active service, immediately deposit the portion of said card issued to him, with the financial secretary of the local union that issued same, and resume payment of his monthly local union dues. For maintaining International Office standing of said members, as provided above, while in active service, all other beneficial members—except members on pension—shall pay an assessment of twenty-five cents (25c) each month.

"All International Office members shall be governed by the above, the same as members of local unions, except that service cards shall be issued to them by the international secretary.

"Local unions providing local union benefits may make such arrangements as the local union desires for the maintenance of such benefits for members in active service. Where a local union does not make provision for the maintenance of local union benefits, the member receiving such service card shall not be entitled to any existing local union benefits until he redeposits his service card in the local union. At the close of the national military emergency all monies in the military assessment fund of the I. O. shall be transferred to the pension fund of the I. O."

L. U.	Location	In Favor	Opposed
B-1	St. Louis, Mo.	350	0
B-2	St. Louis, Mo.	416	0
B-3	New York, N. Y.	9354	0
4	New Orleans, La.	6	0
B-5	Pittsburgh, Pa.	785	0
6	San Francisco, Calif.	1958	352
7	Springfield, Mass.	125	0
8	Toledo, Ohio	346	0
B-9	Chicago, Ill.	2722	305
10	Butler, Pa.	25	0
B-11	Los Angeles Co., Calif.	516	57
12	Pueblo, Colo.	16	4
16	Evansville, Ind.	927	0
B-17	Detroit, Mich.	900	0
B-18	Los Angeles, Calif.	260	72
22	Omaha, Nebr.	50	14
B-23	St. Paul, Minn.	610	0
B-25	Long Island, N. Y.	188	0
26	Washington, D. C.	458	85
B-28	Baltimore, Md.	466	0
30	Erie, Pa.	0	156
B-31	Duluth, Minn.	0	692
33	New Castle, Pa.	34	0
B-34	Peoria, Ill.	0	150
35	Hartford, Conn.	186	0
B-38	Cleveland, Ohio	1117	0
B-39	Cleveland, Ohio	536	0
40	Hollywood, Calif.	620	0
41	Buffalo, N. Y.	335	0
B-43	Syracuse, N. Y.	179	0
B-46	Seattle, Wash.	874	181
B-48	Portland, Oreg.	0	6354
B-50	Oakland, Calif.	300	0
52	Newark, N. J.	2	576
B-53	Kansas City, Mo.	246	0
B-56	Erie, Pa.	0	63
B-57	Salt Lake City, Utah	51	19
B-58	Detroit, Mich.	1283	0
60	San Antonio, Texas	0	35
64	Youngstown, Ohio	40	0
B-65	Butte, Mont.	0	220
B-66	Houston, Texas	1000	0
67	Quincy, Ill.	0	30
68	Denver, Colo.	270	0
70	Washington, D. C.	226	0
72	Waco, Texas	23	5
B-73	Spokane, Wash.	675	0
B-77	Seattle, Wash.	582	462
B-79	Syracuse, N. Y.	207	0
80	Norfolk, Va.	3	83
B-84	Atlanta, Ga.	363	0
B-86	Rochester, N. Y.	283	0

L. U.	Location	In Favor	Opposed	L. U.	Location	In Favor	Opposed
87	Newark, Ohio	10	0	295	Little Rock, Ark.	81	13
88	Chillicothe, Ohio	55	0	296	Berlin, N. H.	10	0
B-90	New Haven, Conn.	189	0	B-297	Harvey, N. Dak.	6	1
B-93	E. Liverpool, Ohio	9	0	B-300	Montpelier, Vt.	142	0
94	Kewanee, Ill.	18	0	301	Texarkana, Texas	0	69
B-95	Joplin, Mo.	17	1	B-302	Richmond, Calif.	2918	0
96	Worcester, Mass.	183	0	303	St. Catharines, Ont.	10	0
B-98	Philadelphia, Pa.	731	0	B-304	Topeka, Kans.	906	1
99	Providence, R. I.	254	0	B-306	Akron, Ohio	27	8
100	Fresno, Calif.	16	29	308	St. Petersburg, Fla.	5	20
B-102	Paterson, N. J.	171	0	B-309	East St. Louis, Ill.	674	0
103	Boston, Mass.	930	0	311	Chattanooga, Tenn.	140	0
104	Boston, Mass.	300	0	312	Spencer, N. C.	86	0
B-105	Hamilton, Ont.	16	13	313	Wilmington, Del.	75	0
B-106	Jamestown, N. Y.	7	6	B-316	Nashville, Tenn.	2	13
B-107	Grand Rapids, Mich.	125	0	317	Huntington, W. Va.	105	0
B-108	Tampa, Fla.	49	38	318	Knoxville, Tenn.	25	9
110	St. Paul, Minn.	250	0	B-321	La Salle, Ill.	476	0
111	Denver, Colo.	176	0	323	W. Palm Beach, Fla.	118	0
113	Colorado Spgs., Colo.	67	0	324	Longview, Texas	8	2
B-114	Ft. Dodge, Iowa	12	41	325	Binghamton, N. Y.	108	0
116	Ft. Worth, Texas	0	351	326	Lawrence, Mass.	0	551
117	Elgin, Ill.	35	0	B-327	Dover, N. J.	10	0
B-120	London, Ont.	24	0	329	Shreveport, La.	125	0
121	Washington, D. C.	121	0	B-330	Webster, S. Dak.	7	2
B-124	Kansas City, Mo.	409	0	331	Rocky Mount, N. C.	19	50
B-125	Portland, Oreg.	239	96	333	Portland, Maine	224	0
127	Kenosha, Wis.	8	0	335	Boston, Mass.	25	0
129	Elyria, Ohio	0	61	338	Denison, Texas	212	0
B-130	New Orleans, La.	0	1275	339	Ft. William, Ont.	120	0
B-134	Chicago, Ill.	5653	0	B-340	Sacramento, Calif.	234	0
B-136	Birmingham, Ala.	315	0	341	Livingston, Mont.	0	17
139	Elmira, N. Y.	14	0	B-344	Prince Rupert, B. C.	3	0
141	Wheeling, W. Va.	89	0	B-345	Mobile, Ala.	2	2
143	Harrisburg, Pa.	76	0	B-347	Des Moines, Iowa	92	0
B-145	Rock Island, Ill.	103	0	B-348	Calgary, Alta.	183	0
146	Decatur, Ill.	63	0	349	Miami, Fla.	386	0
152	Deer Lodge, Mont.	0	59	B-350	Hannibal, Mo.	119	0
B-153	South Bend, Ind.	22	0	351	Olean, N. Y.	31	0
156	Ft. Worth, Texas	339	0	352	Lansing, Mich.	176	0
158	Green Bay, Wis.	8	10	353	Toronto, Ont.	368	0
B-159	Madison, Wis.	90	0	B-354	Salt Lake City, Utah	176	0
B-160	Minneapolis, Minn.	0	874	B-356	Washburn, N. Dak.	7	0
161	Greenfield, Mass.	6	0	B-358	Perth Amboy, N. J.	122	0
B-163	Wilkes-Barre, Pa.	120	0	B-359	Miami, Fla.	109	0
164	Jersey City, N. J.	445	0	360	Oakland, Calif.	156	0
166	Schenectady, N. Y.	28	16	362	Washington, D. C.	10	4
175	Chattanooga, Tenn.	350	0	363	Spring Valley, N. Y.	9	8
176	Joliet, Ill.	62	0	365	Knoxville, Tenn.	34	35
B-180	Vallejo, Calif.	167	0	366	Two Harbors, Minn.	0	39
181	Utica, N. Y.	158	0	367	Easton, Pa.	68	0
183	Lexington, Ky.	16	0	B-369	Louisville, Ky.	0	991
184	Galesburg, Ill.	109	0	370	Twin Falls, Idaho	30	0
185	Helena, Mont.	0	40	373	Saranac Lake, N. Y.	15	0
190	New Braunfels, Texas	14	6	377	Lynn, Mass.	0	62
191	Everett, Wash.	121	0	380	Norristown, Pa.	47	0
193	Springfield, Ill.	150	0	382	Columbia, S. C.	20	0
194	Shreveport, La.	105	0	384	Muskogee, Okla.	7	1
195	Milwaukee, Wis.	150	0	386	Texarkana, Ark.	12	4
B-196	Rockford, Ill.	0	279	B-388	Charleroi, Pa.	7	0
200	Anaconda, Mont.	29	4	393	Havre, Mont.	6	1
B-202	San Francisco, Calif.	697	0	B-395	Dickinson, N. Dak.	3	6
205	Detroit, Mich.	0	34	396	Boston, Mass.	73	0
209	Logansport, Ind.	55	0	397	Balboa, C. Z.	377	0
210	Atlantic City, N. J.	194	59	398	Charleston, S. C.	32	6
B-212	Cincinnati, Ohio	0	220	400	Asbury Park, N. J.	30	0
214	Chicago, Ill.	64	87	401	Reno, Nev.	40	0
215	Poughkeepsie, N. Y.	48	0	403	Norfolk, Va.	94	0
217	Ogden, Utah	20	2	406	Stratford, Ont.	27	0
B-220	Clifton Forge, Va.	5	11	B-408	Missoula, Mont.	22	29
223	Brockton, Mass.	6	17	409	Winnipeg, Man.	55	33
B-224	New Bedford, Mass.	0	31	B-410	Ashland, Ky.	7	1
226	Topeka, Kans.	24	0	B-411	Warren, Ohio	245	0
229	York, Pa.	2	24	B-412	Kansas City, Mo.	103	0
B-232	Kaukauna, Wis.	11	0	413	Santa Barbara, Calif.	134	0
235	Taunton, Mass.	13	1	B-414	Lancaster, Pa.	93	0
237	Niagara Falls, N. Y.	12	53	415	Cheyenne, Wyo.	70	0
238	Asheville, N. C.	50	0	B-416	Bozeman, Mont.	63	0
B-239	Jamestown, N. Dak.	7	0	417	Coffeyville, Kans.	106	0
240	Muscatine, Iowa	15	0	421	Concord, N. H.	29	0
241	Ithaca, N. Y.	2	9	B-423	Mobridge, S. Dak.	10	14
B-244	Lincoln, Nebr.	15	49	424	Edmonton, Alta.	25	0
245	Toledo, Ohio	14	47	426	Sioux Falls, S. Dak.	7	0
B-249	Geneva, N. Y.	7	12	427	Springfield, Ill.	36	28
252	Ann Arbor, Mich.	104	0	428	Bakersfield, Calif.	19	1
256	Fitchburg, Mass.	11	0	B-429	Nashville, Tenn.	540	0
B-260	Camden, Ark.	1	20	430	Racine, Wis.	16	3
262	Plainfield, N. J.	37	0	B-431	Mason City, Iowa	98	0
B-263	Dubuque, Iowa	20	23	B-434	Douglas, Ariz.	77	0
265	Lincoln, Nebr.	33	0	B-435	Winnipeg, Man.	33	0
268	Newport, R. I.	5	7	B-437	Fall River, Mass.	96	0
269	Trenton, N. J.	123	0	B-438	Troy, N. Y.	30	16
271	Wichita, Kans.	45	20	B-439	Camden, N. J.	49	43
275	Muskegon, Mich.	22	1	B-440	Riverside, Calif.	31	4
B-276	Superior, Wis.	0	365	B-441	Santa Ana, Calif.	78	0
278	Corpus Christi, Texas	52	0	444	Ponca City, Okla.	53	0
B-279	South Boston, Va.	0	14	445	Battle Creek, Mich.	36	9
B-283	Boise, Idaho	41	2	B-446	Monroe, La.	20	2
284	Pittsfield, Mass.	80	0	449	Pocatello, Idaho	12	0
B-288	Waterloo, Iowa	15	2	452	Burlington, Iowa	0	8
B-292	Minneapolis, Minn.	488	0	454	Susquehanna, Pa.	0	93
293	Columbus, Ohio	19	0	B-456	New Brunswick, N. J.	63	0
294	Hibbing, Minn.	16	2	459	Johnstown, Pa.	28	14

L. U.	Location	In Favor	Opposed	L. U.	Location	In Favor	Opposed	L. U.	Location	In Favor	Opposed
460	Midland, Texas	11	1	656	Birmingham, Ala.	41	0	856	Avery, Idaho	32	20
461	Aurora, Ill.	40	0	B-657	Jerome, Ariz.	7	2	858	Somerset, Ky.	7	25
B-463	Glasgow, Ky.	2	17	B-659	Medford, Oreg.	608	0	859	New York, N. Y.	16	148
B-465	San Diego, Calif.	298	0	661	Hutchinson, Kans.	29	0	861	Lake Charles, La.	144	0
466	Charleston, W. Va.	45	0	665	Lansing, Mich.	95	0	863	Lafayette, Ind.	5	2
B-468	Stamford, Conn.	8	2	666	Richmond, Va.	64	0	864	Jersey City, N. J.	0	91
470	Haverhill, Mass.	32	0	B-667	Pueblo, Colo.	32	35	865	Baltimore, Md.	200	0
471	Millinocket, Maine	47	0	668	Lafayette, Ind.	12	0	866	Kansas City, Kans.	14	19
B-474	Memphis, Tenn.	374	0	672	Front Royal, Va.	11	2	870	Cumberland, Md.	30	8
475	Paducah, Ky.	0	69	674	Boston, Mass.	24	53	873	Kokomo, Ind.	94	0
B-477	San Bernardino, Calif.	268	0	B-675	Elizabeth, N. J.	105	0	877	Denver, Colo.	12	1
B-478	Oswego, N. Y.	11	0	676	Pensacola, Fla.	19	4	878	Rawlins, Wyo.	9	0
479	Beaumont, Texas	0	400	677	Cristobal, C. Z.	149	0	879	Liverpool, N. S.	22	0
481	Indianapolis, Ind.	260	0	679	Winnipeg, Man.	32	0	880	Sioux City, Iowa	48	5
B-482	Eureka, Calif.	19	1	682	St. Petersburg, Fla.	56	0	881	Memphis, Tenn.	6	0
483	Tacoma, Wash.	19	36	683	Columbus, Ohio	169	0	B-882	Shelton, Wash.	54	0
486	De Kalb, Ill.	8	2	B-684	Modesto, Calif.	71	2	883	Iowa Falls, Iowa	4	6
488	Bridgeport, Conn.	0	65	685	Bloomington, Ill.	0	51	886	Minneapolis, Minn.	33	16
489	Mattoon, Ill.	26	1	689	San Francisco, Calif.	0	76	888	St. Augustine, Fla.	24	15
492	Montreal, Que.	62	0	B-688	Mansfield, Ohio	32	5	889	Los Angeles, Calif.	34	8
B-493	Winchester, Ind.	0	7	B-690	Mitchell, S. Dak.	52	0	891	Ft. Collins, Colo.	25	7
B-494	Milwaukee, Wis.	1311	0	692	Bay City, Mich.	27	1	B-892	Mankato, Minn.	60	0
B-495	Wilmington, N. C.	200	0	697	Gary, Ind.	138	0	894	Oshawa, Ont.	0	9
496	Silver City, N. Mex.	4	6	698	Bessemer, Ala.	0	64	895	Bastrop, La.	0	8
B-499	Des Moines, Iowa	12	17	B-702	West Frankfort, Ill.	123	112	896	Macon, Ga.	20	26
500	San Antonio, Texas	0	155	704	Dubuque, Iowa	11	0	897	Terre Haute, Ind.	46	0
501	Yonkers, N. Y.	383	0	B-705	Lincoln, Nebr.	2	5	898	San Angelo, Texas	0	22
504	Meadville, Pa.	6	17	707	Holyoke, Mass.	14	2	900	Jackson, Tenn.	9	8
B-505	Mobile, Ala.	620	0	709	Liverpool, N. S.	16	6	903	Gulfport, Miss.	16	0
508	Savannah, Ga.	808	0	710	Northampton, Mass.	19	0	B-904	Tallassee, Ala.	12	3
512	Grand Falls, Nfld.	15	0	B-713	Chicago, Ill.	290	3	B-905	Newport News, Va.	8	0
513	Decatur, Ill.	9	12	715	Milwaukee, Wis.	3	7	910	Watertown, N. Y.	154	0
517	Astoria, Oreg.	65	0	716	Houston, Texas	12	59	911	Windsor, Ont.	12	17
B-518	Miami, Ariz.	11	4	717	Boston, Mass.	17	4	912	Cleveland, Ohio	67	0
B-520	Austin, Texas	0	397	719	Manchester, N. H.	11	10	914	Thorold, Ont.	68	0
521	Clearfield, Pa.	0	178	B-721	Chattanooga, Tenn.	195	0	917	Meridian, Miss.	83	0
B-524	Wahpeton, N. Dak.	5	7	B-723	Ft. Wayne, Ind.	207	0	922	New York, N. Y.	0	5
528	Milwaukee, Wis.	15	30	724	Albany, N. Y.	30	0	B-925	Grand Jet., Colo.	2	0
B-530	Sarnia, Ont.	33	2	725	Terre Haute, Ind.	73	0	B-926	Chicopee, Mass.	8	0
531	Michigan City, Ind.	255	0	726	El Paso, Texas	0	29	933	Jackson, Mich.	62	0
533	Chicago, Ill.	26	0	728	Ft. Lauderdale, Fla.	67	0	937	Richmond, Va.	0	48
535	Roswell, N. Mex.	39	0	B-730	Newark, N. J.	34	0	B-938	Logan, W. Va.	1	11
537	San Francisco, Calif.	16	0	731	International Falls, Minn.	13	2	939	Waterloo, Iowa	7	0
540	Canton, Ohio	71	0	732	Pascagoula, Miss.	16	80	940	Russell, Ky.	32	1
542	Harlingen, Texas	11	2	734	Norfolk, Va.	1038	0	B-941	Maryville, Mo.	10	0
B-545	St. Joseph, Mo.	2	12	B-739	Columbus, Nebr.	52	0	946	Los Angeles, Calif.	0	33
547	Lincoln, Nebr.	30	6	743	Reading, Pa.	110	0	B-947	Northampton, Mass.	2	0
549	Huntington, W. Va.	3	10	744	Philadelphia, Pa.	345	0	B-949	Austin, Minn.	88	52
550	Gary, Ind.	333	0	B-745	Durham, N. C.	2	8	B-951	Plattsburg, N. Y.	0	4
552	Lewistown, Mont.	10	0	B-749	La Crosse, Wis.	66	0	B-952	Ventura, Calif.	48	4
553	Durham, N. C.	16	0	750	Pine Bluff, Ark.	50	0	953	Eau Claire, Wis.	0	450
B-554	Watertown, N. Y.	7	0	751	Manitowoc, Wis.	0	115	B-955	Beaver Dam, Wis.	55	47
557	Saginaw, Mich.	99	0	754	Yankton, S. Dak.	22	0	B-966	Lancaster, N. Y.	13	0
558	Sheffield, Ala.	611	0	755	Winston-Salem, N. C.	0	28	970	Kelso-Longview, Wash.	14	6
561	Montreal, Que.	405	0	757	Joliet, Ill.	46	0	B-979	Escanaba, Mich.	1	14
562	Wenatchee, Wash.	10	11	758	Glasgow, Mont.	14	0	B-980	Norfolk, Va.	10	0
563	Middletown, Pa.	0	66	B-759	Ft. Lauderdale, Fla.	10	0	981	Lancaster, Ohio	25	0
564	Richmond, Ind.	14	10	762	Ashtabula, Ohio	15	0	B-991	Corning, N. Y.	21	0
B-565	Bridgeport, Conn.	33	0	B-763	Omaha, Nebr.	10	14	B-992	Oneonta, N. Y.	3	0
567	Portland, Maine	129	0	764	Keene, N. H.	65	0	B-993	Louisville, Ky.	1	35
568	Montreal, Que.	5	23	766	Huron, S. Dak.	0	22	B-994	Baton Rouge, La.	2	41
B-569	San Diego, Calif.	717	0	767	Baton Rouge, La.	24	1	B-997	Port Angeles, Wash.	4	4
B-570	Tucson, Ariz.	0	71	768	Kalispell, Mont.	3	6	B-1002	Tulsa, Okla.	308	0
571	Ely, Nev.	49	0	769	Albany, N. Y.	24	58	B-1008	Monrovia, Calif.	12	0
573	Warren, Ohio	25	3	B-773	Windsor, Ont.	14	3	B-1011	Bisbee, Ariz.	1	0
574	Bremerton, Wash.	451	0	774	Cincinnati, Ohio	41	30	B-1012	Springfield, Vt.	91	42
576	Alexandria, La.	23	7	775	Cheyenne, Wyo.	27	11	B-1017	Uniontown, Pa.	9	0
580	Olympia, Wash.	13	1	776	Charleston, S. C.	44	9	B-1021	Pittsburgh, Pa.	29	0
581	Morristown, N. J.	65	0	777	Columbus, Ga.	17	0	B-1024	Woonsocket, R. I.	90	0
582	Pocatello, Idaho	14	1	778	Columbus, Ga.	44	60	B-1032	Bellingham, Wash.	7	0
583	El Paso, Texas	15	3	780	Plattsburg, N. Y.	20	0	B-1033	Calgary, Alta.	25	3
584	Tulsa, Okla.	400	0	781	St. Paul, Minn.	8	52	B-1034	Concord, N. H.	11	6
586	Ottawa, Ont.	45	0	782	Indianapolis, Ind.	63	17	B-1037	Winnipeg, Man.	169	1
587	New Orleans, La.	31	14	784	Weleetka, Okla.	10	6	B-1043	Lebanon, N. H.	3	5
588	Lowell, Mass.	0	66	B-785	Superior, Nebr.	17	0	B-1053	Selma, Ala.	9	0
589	Jamaica, L. I., N. Y.	33	183	B-788	Reading, Pa.	0	28	B-1076	Toledo, Ohio	7	0
591	Stockton, Calif.	24	0	790	Jacksonville, Texas	38	0	1081	Bingham Canyon, Utah	0	58
593	Dunkirk, N. Y.	22	4	791	Boston, Mass.	209	0	1082	Cabin Creek, W. Va.	2	1
594	Santa Rosa, Calif.	36	0	794	Chicago, Ill.	300	0	1085	New York, N. Y.	11	3
597	Danville, Ill.	32	0	B-795	Columbia, Mo.	14	1	1086	Tacoma, Wash.	22	2
599	Iowa City, Iowa	64	0	798	Chicago, Ill.	25	0	1091	Battle Creek, Mich.	6	0
600	Torrington, Conn.	6	1	800	Sacramento, Calif.	98	25	1095	Toronto, Ont.	54	0
601	Champaign, Ill.	65	0	B-801	Montgomery, Ala.	40	3	1099	Oil City, Pa.	5	0
603	Easton, Pa.	21	36	802	Moose Jaw, Sask.	5	0	1105	Newark, Ohio	15	1
604	Hoboken, N. J.	103	0	803	Reading, Pa.	0	28	1108	Willard, Ohio	39	0
B-605	Jackson, Miss.	10	3	807	Little Rock, Ark.	0	37	B-1119	Kenova, W. Va.	0	23
607	Shamokin, Pa.	28	2	809	Oelwein, Iowa	9	0	1122	Alexandria, Va.	0	50
B-609	Santa Cruz, Calif.	12	3	812	Williamsport, Pa.	126	0	1124	Bradford, Pa.	0	28
613	Atlanta, Ga.	325	0	B-814	Clinton, Mo.	92	0	1133	Halifax, N. S.	27	0
614	San Rafael, Calif.	416	0	B-815	Dalhousie, N. B.	4	0	1136	Anniston, Ala.	143	3
B-616	Grand Island, Nebr.	235	0	B-816	Paducah, Ky.	27	3	1140	Cumberland, Md.	0	17
617	San Mateo, Calif.	445	0	817	New York, N. Y.	115	174	B-1141	Oklahoma City, Okla.	299	0
618	Omaha, Nebr.	11	74	B-818	Owosso, Mich.	1	11	1145	St. Louis, Mo.	70	0
619	Hot Springs, Ark.	148	0	819	Salamanca, N. Y.	12	1	B-1147	Wisconsin Rapids, Wis.	4	14
622	Butte, Mont.	40	0	B-820	Sarasota, Fla.	13	0	1149	Kapusasing, Ont.	10	16
B-624	Panama City, Fla.	9	31	822	Athens, Ga.	30	22	1152	Sayre, Pa.	37	9
628	Silvis, Ill.	10	14	823	Alliance, Ohio	5	4	1153	Wilkes-Barre, Pa.	18	19
629	Moncton, N. B.	63	0	824	San Antonio, Texas	0	41	B-1159	Newark, N. J.	179	0
630	Lethbridge, Alta.	15	0	B-828	Utica, N. Y.	9	0	1172	South Haven, Mich.	16	0
631	Newburgh, N. Y.	35	1	B-833	Jasper, Ala.	9	1	1173	Harrisburg, Pa.	9	0
634	Parsons, Kans.	225	0	B-835	Jackson, Tenn.	280	0	1178	Plymouth, N. C.	9	0
B-636	Toronto, Ont., Can.	8	0	836	Potsdam, N. Y.	21	0	1190	Alpena, Mich.	14	0
B-640	Phoenix, Ariz.	125	0	B-838	Meridian, Miss.	24	0	B-1191	West Palm Beach, Fla.	7	0
643	Carlsbad, N. Mex.	12	0	840	Geneva, N. Y.	16	0	1205	Gainesville, Fla.	31	0
644	Goose Creek, Texas	101	0	841	Lakeland, Fla.	10	0	1209	Meridian, Miss.	11	1
645	Kingston, N. Y.	3	14	842	Utica, N. Y.	9	0	1210	Laurel, Miss.	9	2
648	Hamilton, Ohio	8	34	845	Lexington, Nebr.	8	0	1211</			

L. U.	Location	In Favor	Opposed	L. U.	Location	In Favor	Opposed	L. U.	Location	In Favor	Opposed
1215	Washington, D. C.	28	0	B-11	Los Angeles, Calif.	1	0	B-980	Norfolk, Va.	1	0
1216	Minneapolis, Minn.	3	23	B-17	Detroit, Mich.	3	0	NB-989	Haverhill, Mass.	1	0
1217	St. Louis, Mo.	56	0	B-18	Los Angeles, Calif.	2	0	B-992	Oneonta, N. Y.	1	0
1220	Chicago, Ill.	84	21	B-23	St. Paul, Minn.	0	1	B-997	Port Angeles, Wash.	1	0
1221	Omaha, Nebr.	18	20	B-38	Cleveland, Ohio	0	16	NB-1000	Marion, Ind.	13	0
1223	Portland, Maine	1	6	B-48	Portland, Oreg.	3	0	NB-1001	Wilkes-Barre, Pa.	4	0
1224	Cincinnati, Ohio	3	58	B-53	Kansas City, Mo.	1	0	NB-1006	Lawrence, Mass.	2	0
1225	Indianapolis, Ind.	9	5	B-57	Salt Lake City, Utah	3	0	NB-1008	Monrovia, Calif.	1	0
1228	Boston, Mass.	40	0	B-58	Detroit, Mich.	1	0	B-1010	New York, N. Y.	8	0
1229	Charlotte, N. C.	4	3	B-66	Houston, Texas	3	0	B-1011	Bisbee, Ariz.	1	0
1231	Troy, N. Y.	3	49	B-73	Spokane, Wash.	1	0	B-1012	Sturgeon Bay, Wis.	1	0
1241	Jennings, La.	11	0	B-77	Seattle, Wash.	1	0	NB-1013	Hartford, Conn.	5	0
1244	Duluth, Minn.	17	0	B-84	Atlanta, Ga.	1	0	NB-1014	Elyria, Ohio	1	0
B-1245	San Francisco, Calif.	337	5	B-86	Rochester, N. Y.	2	0	NB-1015	Lowell, Mass.	1	0
1249	Syracuse, N. Y.	540	0	B-98	Philadelphia, Pa.	1	0	NB-1018	Parkersburg, W. Va.	1	0
B-1254	Clifton, Ariz.	33	2	B-102	Paterson, N. J.	1	0	NB-1026	Malden, Mass.	1	0
1258	Des Moines, Iowa	8	11	B-107	Grand Rapids, Mich.	1	0	NB-1027	Boston, Mass.	2	0
1261	York, Pa.	8	53	B-108	Tampa, Fla.	1	0	NB-1031	Chicago, Ill.	1	0
1265	Oil City, Pa.	12	0	B-114	Ft. Dodge, Iowa	1	0	NB-1039	Hull, Que.	1	0
B-1277	London, Ont.	8	0	B-124	Kansas City, Mo.	1	0	NB-1040	Hartford, Conn.	1	0
1281	Providence, R. I.	8	0	B-134	Chicago, Ill.	4	0	NB-1041	S. Plainfield, N. J.	6	0
1282	Springfield, Mass.	1	4	B-153	South Bend, Ind.	1	0	NB-1048	Indianapolis, Ind.	31	0
1292	Peoria, Ill.	4	5	B-160	Minneapolis, Minn.	1	0	B-1049	Glen Cove, N. Y.	7	0
1295	Grand Rapids, Mich.	0	15	B-196	Rockford, Ill.	1	0	NB-1056	Leavenworth, Kans.	1	0
1300	Columbus, Ohio	0	7	B-202	San Francisco, Calif.	6	0	NB-1061	Cincinnati, Ohio	28	0
1305	Pittsburgh, Pa.	0	47	B-212	Cincinnati, Ohio	0	1	NB-1062	Patchogue, L. I., N. Y.	1	0
1310	Washington, D. C.	20	1	B-220	Clifton Forge, Va.	1	0	NB-1063	Detroit, Mich.	1	0
1313	Wichita, Kans.	9	0	B-249	Geneva, N. Y.	0	1	NB-1064	Richmond, Va.	4	0
B-1315	Mobile, Ala.	11	1	B-260	Camden, Ark.	0	1	NB-1067	Warren, Ohio	1	0
1316	Macon, Ga.	126	1	B-263	Dubuque, Iowa	1	0	NB-1068	Elizabeth, N. J.	5	0
1317	Portland, Maine	18	0	B-279	South Boston, Va.	0	1	NB-1069	Stamford, Conn.	5	0
1319	Wilkes-Barre, Pa.	45	21	B-288	Waterloo, Iowa	1	0	NB-1070	Slater, Mo.	2	0
B-1322	Birmingham, Ala.	2	19	B-292	Minneapolis, Minn.	1	0	NB-1073	Ambridge, Pa.	20	0
1331	Fresno, Calif.	34	0	B-302	Richmond, Calif.	1	0	B-1076	Toledo, Ohio	1	0
1333	Cape Girardeau, Mo.	12	3	B-304	Topeka, Kans.	1	0	B-1082	Cabin Creek, W. Va.	1	0
B-1336	Cleveland, Ohio	8	0	B-309	East St. Louis, Ill.	1	0	NB-1088	Conshohocken, Pa.	3	0
1340	Newport News, Va.	15	3	B-327	Dover, N. J.	1	0	NB-1093	Port Arthur, Texas	1	0
B-1347	Cincinnati, Ohio	13	0	B-333	Portland, Maine	1	0	NB-1094	Baltimore, Md.	1	0
1353	Louisville, Ky.	0	13	B-344	Prince Rupert, B. C.	1	0	NB-1098	Pawtucket, R. I.	1	0
	Total	81,619	22,054	B-345	Mobile, Ala.	1	0	NB-1102	Covington, Ky.	1	0
				B-348	Calgary, Alta.	1	0	NB-1106	Quebec, Que.	1	0
				B-359	Miami, Fla.	1	0	NB-1110	Ft. Atkinson, Wis.	1	0
				B-431	Mason City, Iowa	1	0	NB-1112	Jonesboro, Ind.	5	0
				B-434	Douglas, Ariz.	1	0	B-1116	Tucson, Ariz.	1	0
				B-435	Winnipeg, Man.	1	0	B-1119	Glasgow, Ky.	1	0
				B-463	San Diego, Calif.	7	0	B-1129	Kenova, W. Va.	1	0
				B-468	Stamford, Conn.	1	0	NB-1137	San Cleveland, Ohio	1	0
				B-474	Memphis, Tenn.	1	0	B-1147	Wisconsin Rapids, Wis.	0	1
				B-477	San Bernardino, Calif.	1	0	B-1150	Bathurst, N. B.	1	0
				B-478	Beaumont, Texas	1	0	NB-1158	Newark, N. J.	1	0
				B-518	Miami, Ariz.	1	0	B-1159	Newark, N. J.	8	0
				B-530	Sarnia, Ont.	1	0	NB-1160	Marion, Ind.	18	0
				B-554	Watertown, N. Y.	1	0	NB-1161	Philadelphia, Pa.	2	0
				B-569	San Diego, Calif.	1	0	B-1166	St. Paul, Minn.	1	0
				B-570	Tucson, Ariz.	0	1	B-1191	W. Palm Beach, Fla.	1	0
				B-605	Jackson, Miss.	1	0	NB-1192	East Point, Ga.	1	0
				B-635	Charlottesville, Va.	1	0	NB-1198	Ludlow, Ky.	1	0
				B-667	Pueblo, Colo.	1	0	NB-1200	Montrose, Colo.	1	0
				B-684	Modesto, Calif.	1	0	NB-1202	Defiance, Ohio	2	0
				B-688	Mansfield, Ohio	1	0	B-1238	Baton Rouge, La.	1	0
				B-702	West Frankfort, Ill.	1	0	NB-1243	Hastings-on-Hudson, N. Y.	14	0
				B-713	Chicago, Ill.	18	0	B-1245	San Francisco, Calif.	26	0
				B-721	Chattanooga, Tenn.	1	0	B-1246	Adrian, Mich.	1	0
				B-723	Ft. Wayne, Ind.	1	0	NB-1273	Trenton, N. J.	1	0
				B-739	Columbus, Nebr.	1	0	B-1277	London, Ont.	0	1
				B-749	La Crosse, Wis.	1	0	B-1280	Atlanta, Ga.	1	0
				B-759	Ft. Lauderdale, Fla.	1	0	NB-1289	Lakewood, N. J.	1	0
				B-785	Weleetka, Okla.	0	1	NB-1293	Ocean City, N. J.	1	0
				B-801	Montgomery, Ala.	1	0	NB-1298	Morristown, N. J.	1	0
				B-814	Clinton, Mo.	1	0	NB-1303	Keyport, N. J.	1	0
				B-815	Dalhousie, N. B.	1	0	NB-1304	Wilson Dam, Ala.	1	0
				B-818	Owosso, Mich.	1	0	NB-1306	Danville, Ill.	5	0
				B-820	Sarasota, Fla.	1	0	NB-1307	Salisbury, Md.	1	0
				B-833	Jasper, Ala.	1	0	NB-1308	Canton, Ohio	1	0
				NB-853	Kearny, N. J.	4	0	NB-1309	Asbury Park, N. J.	1	0
				B-882	Sheitol, Wash.	1	0	NB-1320	Jersey City, N. J.	2	0
				NB-901	Brownfield, Texas	1	0	B-1322	Birmingham, Ala.	1	0
				B-904	Tallassee, Ala.	1	0	NB-1325	Detroit, Mich.	1	0
				B-905	Newport News, Va.	1	0	NB-1335	Newark, N. J.	7	0
				NB-921	Elizabeth, N. J.	5	0	B-1336	Cleveland, Ohio	5	0
				B-925	Grand Jct., Colo.	1	0	NB-1338	Paterson, N. J.	1	0
				B-938	Logan, W. Va.	1	0	NB-1342	Greenville, Texas	1	0
				NB-943	Texarkana, Texas	1	0	NB-1346	Wisconsin Rapids, Wis.	0	1
				B-945	Monticello, N. Y.	1	0	B-1347	Cincinnati, Ohio	1	0
				B-947	Northampton, Mass.	1	0	NB-1355	Camden, N. J.	1	0
				B-949	Austin, Minn.	1	0		Total	490	28

### BROTHERHOOD VOTES TO AID MILITARY MEMBERSHIP

(Continued from page 420)

national Secretary reported on their activities since the last meeting, as well as informed the council of pending events. The actions of both officers were approved.

The International Secretary was requested to communicate with all those who had questions before the council, and to advise them of the council's action in their case.

All of the business coming before the

council having been disposed of, the council adjourned sine die.

D. A. MANNING,  
Secretary.

Attested:  
CHAS. M. PAULSEN,  
Chairman.

In our own country after the war we will face the supreme challenge of making good the pledge to abolish fear of want in America. This is the first duty of industry, of labor and of the government. It can be fulfilled by the launching of a vast peace-time production drive which will provide jobs for all and by the enactment of broad Social

Security legislation which will provide economic insurance for the masses of the American people.

We hear a great deal of talk these days from business men about preserving the free enterprise system. That free enterprise system faces a life or death test in the post-war era. Private industry itself can do more to preserve free enterprise than anyone else. The business leaders of the nation must be prepared to move boldly and swiftly the moment the last gun in this war is fired. They must be ready to convert almost overnight from war time to peace time production.—President William Green, A. F. of L.



# IN MEMORIAM



## Lawrence Flynn, L. U. No. 6

Initiated March 25, 1936

Whereas Almighty God, in His wisdom, has seen fit to call from our midst our esteemed and worthy Brother, Lawrence Flynn, who has been a true and loyal Brother of Local Union No. 6; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late departed Brother, that they be spread in full upon the minutes of Local Union No. 6, and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That the members stand in silence for a period of one minute and our charter draped for 30 days as a tribute to his memory.

J. NUNAN,  
C. FOEHN,  
H. MADDEN,

San Francisco, Calif. Committee

## J. C. Kiggins, L. U. No. 125

Initiated September 22, 1917

Again has come to L. U. No. 125 the sad necessity of closing its files on a long and useful membership, with the passing onward of Brother J. C. Kiggins.

The deep friendships formed over a period of years make stronger the bonds of sympathy, and intensify the feeling of mutual loss which we share with his loved ones. Our hearts go out in sorrow to them.

The charter of our Local Union shall be draped for 30 days in memory of Brother Kiggins and a copy of this resolution shall be spread upon the minutes of our meeting. Copies also shall be sent to his bereaved family and to our Journal for publication.

M. KUPETZ,  
ED ARMSTRONG,  
F. F. HUETER,

Portland, Oreg. Committee

## Reid C. Schultz, L. U. No. 125

Initiated August 28, 1936

Another member, Brother Reid C. Schultz, has passed onward and sorrowfully L. U. No. 125 closes the files of his membership record. A true friend and valued member of his union, his absence will be keenly felt.

Our fraternal sympathy is extended to his beloved ones and we grieve with them as we share his loss.

The charter of Local Union No. 125 shall be draped for 30 days and a copy of this tribute to the memory of Brother Schultz shall be spread upon the minutes of this meeting. Copies shall also be sent to his bereaved family, and to our Journal for publication.

M. KUPETZ,  
ED ARMSTRONG,  
F. F. HUETER,

Portland, Oreg. Committee

## Henry Brownworth, L. U. No. 9

Initiated March 14, 1906, in L. U. No. 142

## Pilade Paolicchi, L. U. No. 9

Initiated July 16, 1916

It is with profound sorrow that Local Union No. 9 of the International Brotherhood of Electrical Workers records the death of its two members, whose names are mentioned above.

These men were known by the membership of Local Union No. 9 for their fine attachment to unionism and as members of our Brotherhood for their good example in pursuing these aims.

The zeal shown by these men in the problems of our Brotherhood was a great incentive to all the members of our Local Union, and they shall long be remembered for their encouragement and work in our behalf.

Whereas we deem it fitting and proper that the members of Local Union No. 9 offer their tribute to the memory of our departed Brothers for their loyalty to our Brotherhood and country; their faithfulness to their Local Union and their friends; therefore be it

Resolved, That the sincere sympathy of the membership of the International Brotherhood of Electrical Workers be hereby extended to their bereaved families.

WILLIAM STOKES,  
JAMES BRENNAN,  
HARRY SLATER,

Chicago, Ill. Committee

## Charles Clarke, L. U. No. 773

Reinitiated November 14, 1935

It is with sincere feeling of sorrow and regret that we report the loss and passing of one of our faithful Brothers, Charlie Clarke. He was a good loyal member and always worked for the good of the I. B. E. W. and Local No. 773 in particular; therefore be it

Resolved, That the condolences of the organization be extended to his wife and family, to his brother Jim, a member of Local No. 773, and to his cousin Brother J. Raymond, chairman of our executive board; and be it further

Resolved, That our charter be draped for 30 days in respect and memory of Brother Clarke; and be it further

Resolved, That a copy of these resolutions be recorded in our minutes, a copy be sent to the International Office for publication in the Journal, and a copy be sent to the family of Brother Clarke.

F. DARK,  
A. ROBINSON,  
G. THOMAS,

Windsor, Ont. Committee

## Frank E. Alexander, L. U. No. 65

Initiated Nov. 12, 1915

It is with a sincere feeling of sorrow and regret that we, the members of the L. U. No. 65, record the passing of our friend and Brother, Frank E. Alexander.

It is hereby resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy in their hour of sorrow; and be it further

Resolved, That we drape the charter for a period of 30 days, and that copies of these resolutions be sent to his family, to the Journal for publication, and that a copy be entered in the minutes of our local.

C. J. SPRINGER,  
T. J. GILBRIDE,  
THOMAS BOLITHO,

Butte, Mont. Committee

## Dan Sheehan, L. U. No. 65

Initiated March 22, 1929

As it must come to all men, death came to our Brother, Dan Sheehan, August 24, 1943. He died as a soldier in battle—in the line of duty.

As a former official of Local No. 65, I. B. E. W., as an excellent workman, as a loyal and sincere friend, we desire to pay him this last tribute of esteem and affection.

We wish to extend to his wife, family and friends our deepest and most sincere sympathy in this their time of grief; therefore be it

Resolved, That in tribute to his memory, we, as a body in meeting assembled, stand in silence for a period of one minute; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother; that a copy be spread upon the minutes of our Local No. 65, and a copy be sent to the official Journal for publication; and be it further

Resolved, That the charter of Local No. 65 be draped in mourning for a period of 30 days as a sign of respect to our departed Brother.

C. J. HESSELSCHEWARTD,  
J. A. PERRICK,  
A. P. COOMBS,

Butte, Mont. Committee

## Robert Krieger, L. U. No. 125

Initiated June 11, 1937

To L. U. 125 again falls the regretful duty of recording the passing onward of a valued member, as we close the membership file of Brother Robert Krieger.

We extend to his loved ones our fraternal sympathy for we share the loss of a friend and Brother.

The charter of L. U. No. 125 shall be draped for 30 days in memory of Brother Krieger and a copy of this tribute shall be inscribed on the minutes of this meeting. Copies shall also be sent to his bereaved family, and to our Journal for publication.

JOHN A. RAY,  
C. E. DUNOVEN,  
FRED M. DAVIS,

Portland, Oreg. Committee

## Horace A. Turner, L. U. No. 856

Reinitiated July 7, 1931, in I. O.

It is with deep sorrow and regret that the members of L. U. No. 856 record the death of our late Brother, Horace A. Turner; therefore be it

Resolved, That we extend our sympathy to the bereaved family in this time of their great sorrow; and be it further

Resolved, That a copy of these resolutions be spread upon the records of our meeting, a copy be sent to his family, and a copy be sent to the official Journal for publication.

F. D. PACE,  
Cedar Falls, Wash. Recording Secretary

## Leroy Snyder, L. U. No. 481

Initiated August 21, 1926

We, the members of L. U. No. 481, I. B. E. W., with a sincere feeling of sorrow and regret, record the passing of Brother Leroy Snyder; therefore be it

Resolved, That we express our sympathy to the family who mourn his loss; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of this meeting, a copy be sent to the official Journal for publication and a copy sent to his bereaved family; and be it further

Resolved, That the members stand in silence for one minute as a tribute to his memory, and that our charter remain draped for a period of 30 days.

ROY CREASEY,  
Indianapolis, Ind. Financial Secretary

## Clarke Nordquist, L. U. No. 856

Initiated October 23, 1917, in L. U. No. 416

It is with deep sorrow and regret that we, the members of L. U. No. 856, record the passing of our esteemed member, Brother Clarke Nordquist; therefore be it

Resolved, That in tribute to his memory, as a body in meeting assembled, stand in silence for a period of one minute; and be it further

Resolved, That we extend our deepest sympathy to the family and relatives of our late departed Brother; and be it further

Resolved, That a copy of these resolutions be sent to the family of the late Brother, that a copy be spread upon the minutes of L. U. No. 856, and a copy be sent to the official Journal for publication.

F. D. PACE,  
Cedar Falls, Wash. Recording Secretary

## Eugene Johnson, L. U. No. 59

Reinitiated December 4, 1922

Whereas with deepest regret we, the members of L. U. No. 59, record the passing of our worthy Brother, Eugene Johnson; therefore be it

Resolved, That we extend our sincere sympathy to his bereaved family; and be it further

Resolved, That as a token of respect our charter be draped for a period of 30 days, and that these resolutions be made a part of the minutes of our meeting, and copies be sent to the family and to the official Journal.

C. A. BENEDICT,  
S. D. PERIGO,  
R. L. EVERITT,  
S. L. NEALY,  
E. J. SLATER,

Dallas, Texas. Committee

## James F. Cooney, L. U. No. 18

Initiated November 8, 1940

Whereas Almighty God, in His infinite wisdom, has seen fit to take from our midst, Brother James F. Cooney; and

Whereas the passing of this Brother to his eternal reward has deprived L. U. No. 18 of a loyal and respected member; therefore be it

Resolved, That this meeting stand for one minute in silent tribute to his memory; and be it further

Resolved, That the charter be draped for a period of 30 days; and be it further

Resolved, That we at this time express our condolences to the family of Brother Cooney in their bereavement; and be it further

Resolved, That a copy of these resolutions be incorporated in the minutes of this local union; a copy sent to the family of the late Brother Cooney; and a copy to the International Office for publication in the Electrical Workers' Journal.

Requiescat in pace.

W. D. McINNIS,  
F. W. BARTHOLOMEW,  
H. M. FOSTER,

Los Angeles, Calif. Committee

**Forrest Jordan, L. U. No. 6**

Reinitiated December 6, 1937

Whereas Almighty God, in His wisdom, has seen fit to call from our midst our esteemed and worthy Brother, Forrest Jordan, who has been a true and loyal Brother of L. U. No. 6; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late departed Brother, that they be spread in full upon the minutes of L. U. No. 6, and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That the members stand in silence for a period of one minute and our charter be draped for 30 days as a tribute to his memory.

J. NUNAN,  
C. FOEHN,  
H. MADDEN,

Committee

San Francisco, Calif.

**George S. Henry, L. U. No. 18**

Reinitiated January 25, 1937

Whereas Almighty God, in His infinite wisdom, has seen fit to take from our midst, Brother George S. Henry; and

Whereas the passing of this Brother to his eternal reward has deprived L. U. No. 18 of a loyal and respected member; therefore be it

Resolved, That this meeting stand for one minute in silent tribute to his memory; and be it further

Resolved, That the charter be draped for a period of 30 days; and be it further

Resolved, That we at this time express our condolences to the family of Brother Henry in their bereavement; and be it further

Resolved, That a copy of these resolutions be incorporated in the minutes of this local union; a copy sent to the family of the late Brother Henry; and a copy to the International Office for publication in the Electrical Workers' Journal.

Requiescat in pace.

W. D. McINNIS,  
F. W. BARTHOLOMEW,  
H. M. FOSTER,

Committee

Los Angeles, Calif.

**Earl B. Guidroz, L. U. No. 130**

Initiated December 20, 1942

It is with deepest sorrow and regret that we, the members of L. U. No. 130, record the passing of Brother Earl B. Guidroz, whose death occurred on August 13, 1943, and

Whereas we wish to express to his family and relatives our deepest sympathy; therefore be it

Resolved, That a copy of these resolutions be sent to his family, a copy be sent to our Electrical Workers' Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days in his memory.

H. C. FISHER,  
L. J. ISLEY,

Committee

New Orleans, La.

**A. P. Zulle, L. U. No. 748**

Initiated December 4, 1941

It is with a sincere feeling of sorrow and regret that we, the members of L. U. No. 748, record the passing of our friend and Brother, A. P. Zulle; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy in their hour of sorrow; and be it further

Resolved, That we drape the charter for a period of 30 days, and that copies of these resolutions be sent to his family, to the Journal for publication, and a copy entered into the minutes of our local union.

J. KRAUS,  
Cranford, N. J.

Recording Secretary

Clarence Gratz, L. U. No. 64

Reinitiated April 6, 1937

It is with deepest regret that we, the members of L. U. No. 64, announce the passing of Brother Clarence Gratz who died on July 14, 1943; therefore be it

Resolved, That we pay tribute to his wife and family by expressing our most sincere sympathy; and be it further

Resolved, That a copy of these resolutions be spread on the minutes and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That the charter of Local No. 64 be draped for 30 days in his memory.

ROBERT S. BATES,  
HOMER NORDQUIST,  
CHARLES BOWDICH,

Youngstown, Ohio Committee

**Louis J. Schulz, Jr., L. U. No. 130**

Initiated May 31, 1943

It is with deepest sorrow and regret that we, the members of L. U. No. 130, record the passing of Brother Louis J. Schulz, Jr., whose death occurred on August 27, 1943, and

Whereas we wish to express to his family and relatives our deepest sympathy; therefore be it

Resolved, That a copy of these resolutions be sent to his family, a copy be sent to our Electrical Workers' Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days in his memory.

H. C. FISHER,  
L. J. ISLEY,

Committee

**Fred W. Hoagland, L. U. No. 349**

Reinitiated June 10, 1916, in L. U. No. 356 With deep sorrow and regret we, the members of L. U. No. 349, record the death of our dear friend and Brother, Fred W. Hoagland, who passed away on August 12, 1943.

Resolved, That we, in meeting assembled, stand for one minute in silent meditation as a tribute to his memory; and be it further

Resolved, That a copy of these resolutions be sent to his bereaved family with our deepest sympathy; that a copy be spread upon the minutes of L. U. No. 349, and a copy be sent to the official Journal for publication; and that our charter be draped for a period of 30 days.

EARL GORDON,  
Miami, Fla.

Recording Secretary

**J. R. Murdock, L. U. No. 349**

Initiated February 3, 1916, in L. U. No. 134

With sorrow and regret, we, the members of L. U. No. 349, record the death of our late friend and Brother, J. Ray Murdock, who passed away on August 5, 1943.

Resolved, That we, in meeting assembled, stand for one minute in silent meditation as a tribute to his memory; and be it further

Resolved, That a copy of these resolutions be sent to his bereaved family with our deepest sympathy; that a copy be spread upon the minutes of L. U. No. 349, and a copy be sent to the official Journal for publication, and that our charter be draped for a period of 30 days.

EARL GORDON,  
Miami, Fla.

Recording Secretary

**Woods B. Spaw, L. U. No. 574**

Initiated May 5, 1923

Whereas it is with deepest and most sincere feelings of sorrow that we, the members of L. U. No. 574, I. B. E. W., pay our last tribute of respect to our late Brother, Woods B. Spaw, and wish to extend to the bereaved family our heartfelt sympathy and condolences in their hour of sorrow; therefore be it

Resolved, That a copy of this resolution be sent to his family, a copy be spread on the minutes of this local union, and a copy be sent to our official Journal for publication.

J. L. VAN ROSSUM,  
EDW. J. DOWNING,  
C. S. OAKLEY,

Bremerton, Wash. Committee

**Leon E. Woodward, L. U. No. 776**

Initiated January 6, 1942

With the deepest sorrow and regret we, the members of L. U. No. 776, record the passing of our Brother, Leon E. Woodward; therefore be it

Resolved, That we pay tribute to his family by expressing our most sincere sympathy; and be it further

Resolved, That a copy of these resolutions be spread on the minutes of our local union, and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days.

FRANK CONDON,  
R. A. BURRIS, JR.,  
GILBERT DAVIS,

Charleston, S. C. Committee

**Godfrey Wilmer, L. U. No. 138**

Initiated May 1, 1928

Whereas it is with a sincere feeling of sorrow and regret that we, the members of L. U. No. 138, record the passing of Brother Godfrey Wilmer; therefore be it

Resolved, That we pay tribute to his memory by expressing our deep sympathy to his wife and family; and be it further

Resolved, That our charter be draped for a period of 30 days and a copy of these resolutions be sent to the members of his family, a copy be spread on our minutes, and a copy be sent to the Electrical Workers' Journal for publication.

CHAS. F. STARKEY,  
Hamilton, Ontario.

Recording Secretary

**Rosina Taliercio, L. U. No. 921**

Initiated May 22, 1942

Whereas it is with deep sorrow that we, the members of L. U. No. 921, pay our last tribute of respect to the memory of Sister Rosina Taliercio;

Whereas we wish to extend to the members of her family our deep and heartfelt sympathy; therefore be it

Resolved, That we as a body, in meeting assembled, stand in silence for one minute as a tribute to her memory; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of our meeting, a copy be sent to her bereaved family, a copy be sent to our official Journal for publication, and that our charter be draped for a period of 30 days.

YOLANDA DELLA SALLA,  
Elizabeth, N. J.

Recording Secretary

**Katie Tortoriello, L. U. No. 921**

Initiated April 17, 1942

With a sincere feeling of sorrow and regret, we, the members of L. U. No. 921, record the death of our departed friend and Sister, Katie Tortoriello.

Resolved, That we pay tribute to her memory by expressing to her family and friends our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to her family, a copy be spread on our minutes, and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That the members stand in silence for a period of one minute as a tribute to her memory, and that our charter be draped for a period of 30 days.

YOLANDA DELLA SALLA,  
Elizabeth, N. J.

Recording Secretary

**John V. Tierney, L. U. No. 25**

Initiated October 6, 1927, in L. U. No. 3

It is with deep sorrow and regret, that we, the members of L. U. No. 25, I. B. E. W., record the passing of our Brother, John V. Tierney.

Resolved, That we pay tribute to his memory by expressing to his wife and family our most sincere sympathy in their hour of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to his family and be entered into the minutes of the local union and a copy be sent to the Electrical Workers' Journal; and be it further

Resolved, That our charter be draped for 30 days in his memory.

WM. N. HALLERAN,

Mineola, N. Y.

Recording Secretary

**William V. McCall, L. U. No. 664**

Reinitiated October 16, 1936

With the deepest sorrow we, the members of L. U. No. 664, mourn the death of Brother William V. McCall.

He was one of the most active members of this local union. He served with distinction as treasurer and as a member of the executive board and on a great number of important committees. He was a most loyal and fearless worker and stood by his convictions.

Resolved, That we pay tribute to his memory by expressing our sincere sympathy to his wife and by draping our charter for 30 days.

Resolved, That these resolutions be placed in our minutes and that a copy be sent to his family and to the Electrical Workers' Journal for publication.

W. FURY,  
J. SKELTON,  
P. MAURO,

New York, N. Y.

**Edgar Raley, L. U. No. 915**

Initiated May 9, 1943

In sorrow we, the members of L. U. No. 915, record the passing of our Brother, Edgar Raley, and our hearts go out in expression of sympathy to his family and loved ones.

May his untimely death lead us to further understand the sacrifices being made on duty by others, that we may better our conditions so that men like Edgar shall not have died in vain; therefore be it

Resolved, That we stand in body in meeting assembled for one minute in silent meditation;

Resolved, That we send a copy of these resolutions to the family of the deceased, a copy to the Electrical Workers, and that a copy be spread upon the minutes of L. U. No. 915; and be it further

Resolved, That we drape our charter for 30 days in mourning and respect to our departed Brother.

GORDON TURPIN,  
LOUIS ROBINSON,  
ED THACKER,

Danville, Ky.

Committee

**Patrick Farragher, L. U. No. 1026**

Initiated September 9, 1940, in L. U. No. 104

It is with great sorrow and regret that we, the members of L. U. No. 1026, record the passing of our Brother, Patrick Farragher; therefore be it

Resolved, That in tribute to his memory we, in body assembled, stand for a period of one minute; and be it further

Resolved, That we extend our deepest sympathy to the family and relatives of our late departed Brother; and be it further

Resolved, That a copy of these resolutions be sent to his bereaved family, a copy spread upon the minutes of this meeting, and that a copy be sent to our official Journal for publication.

**HARVEY C. ARCHIBALD,**  
Malden, Mass. Recording Secretary

**Herbert Johnson, L. U. No. 951**

Initiated November 3, 1938

Whereas Almighty God, in His infinite wisdom, has seen fit to summon from our midst, on July 21, 1943, our esteemed and loyal Brother, Herbert Johnson, a charter member of L. U. No. 951; therefore be it

Resolved, That we extend to his bereaved family our profound and sincere sympathy in their hour of sorrow; and be it further

Resolved, That we drape our charter for a period of 30 days, and that copies of these resolutions be sent to his family, to the Journal for publication, and a copy entered into the minutes of this local union.

**WILTON BROWN,**  
President,  
CLIFFORD SENECA,  
Plattsburg, N. Y. Recording Secretary

**Ignatius Kierstein, L. U. No. 501**

Initiated September 28, 1934

It is with a deep feeling of sadness that we, as fellow members of Local Union No. 501, of the International Brotherhood of Electrical Workers, record the passing of our loyal Brother, Ignatius Kierstein, for well we know a true friend and fellow worker has departed from our midst; and therefore be it

Resolved, That our charter be draped for a period of 30 days in honor of his memory and a copy of these resolutions be sent to his relatives, a copy be spread upon our minutes and a copy be sent to the International Office for publication in the Journal.

**JOHN W. RATCLIFF,**  
Yonkers, N. Y. Press Secretary

**O. B. Logan, L. U. No. 278**

Reinitiated April 29, 1941

We, the members of Local Union No. 278, with sincere feeling of sadness and regret, record the passing of Brother O. B. Logan who was called from us on September 20, 1943.

Whereas we wish to express our heartfelt sympathy to his family and friends; therefore be it

Resolved, That our local union stand for one minute in reverent silence and our charter be draped for a period of 30 days, as a tribute to his memory; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be spread upon the minutes of our local union and a copy be sent to our official Journal for publication.

**J. E. MATHEIU,**  
**LURRY RABOLAIS,**  
**H. E. NOAKE,**  
Corpus Christi, Texas. Committee

**DEATH CLAIMS PAID FROM SEPTEMBER 1 TO SEPTEMBER 30, 1943**

L. U.	Name	Amount
603	William W. Kunz	\$300.00
L. O. (151)	John O. Clarke	1,000.00
103	Nils Engstrom	1,000.00
I. O. (514)	Fred Krueger	1,000.00
I. O. (671)	B. F. Porter	1,000.00
9	Henry Brownworth	1,000.00
38	Robert J. Peterson	475.00
483	William L. Bradshaw	1,000.00
624	Curtis G. Monroe	475.00
23	George E. Anderson	1,000.00
1316	T. C. Jones	300.00
58	William Cochrane	1,000.00
776	L. E. Woodward	300.00
245	F. J. Moses	475.00
I. O. (660)	R. G. Derr	650.00
501	I. Kierstein	1,000.00
I. O. (1)	G. F. Bowler	1,000.00
I. O. (103)	James Norris	1,000.00
1310	Otto R. Goldberg	1,000.00
46	M. E. Lloyd	172.25
134	A. J. O'Carroll	1,000.00
920	L. A. Smith	300.00
653	John C. Waggoner	825.00
427	Marshall Brown	1,000.00
I. O. (1)	F. A. Schantz	1,000.00
33	Louis Ossing	1,000.00
65	Joseph Sheehan	1,000.00
I. O. (1)	Newton T. Boucher	475.00

L. U.	Name	Amount
3	J. G. Esters	1,000.00
L. O. (48)	Clarence De Vere Shandy	300.00
5	W. J. Chevront	650.00
953	E. H. Wendt	475.00
134	N. Scheinrock	1,000.00
349	J. R. Murdock	1,000.00
349	F. W. Hoagland	1,000.00
3	A. H. Birney	1,000.00
25	J. V. Tierney	1,000.00
528	J. Barthel	1,000.00
46	W. E. Fraser	1,000.00
I. O. (122)	B. E. Brownson	1,000.00
I. O. (1091)	W. B. Hamilton	1,000.00
717	J. Cahalan	1,000.00
505	William Muir	475.00
764	W. S. Keeke	1,000.00
717	J. L. Breen	333.34
I. O. (902)	B. H. Bachmeier	1,000.00
814	P. W. Braswell	475.00
I. O. (200)	F. E. Alexander	1,000.00
46	C. J. Mooney	1,000.00
308	S. W. Bliss	475.00
I. O. (702)	Ted R. Harris	1,000.00
520	W. N. Blacklock	300.00
3	G. Panten	1,000.00
134	Paul Peterson	1,000.00
544	C. E. Hagadorn	300.00
I. O. (134)	R. E. Lee	300.00
134	J. H. Wolf	1,000.00
I. O. (134)	A. Arnold	1,000.00
I. O. (202)	J. D. O'Reilly	1,000.00
I. O. (694)	B. Walsh	1,000.00
671	J. Payne	1,000.00
31	S. J. English	300.00
7	L. J. McInnis	1,000.00
160	H. E. Brown	1,000.00
654	G. M. Picotte	1,000.00
134	W. V. McCall	1,000.00
134	W. C. Bechtold	1,000.00
134	H. Wilk	1,000.00
654	J. M. Dwyer	825.00
I. O. (3)	J. M. Fitzpatrick	475.00
3	B. Engler	1,000.00
I. O. (3)	P. J. Begley	1,000.00
I. O. (3)	George E. Donald	1,000.00
I. O. (48)	R. C. Schulz	1,000.00
I. O. (574)	W. B. Spawn	1,000.00
9	P. Paolochi	1,000.00
50	J. J. Gallagher	300.00
762	E. H. Korts	475.00
245	H. Westfall	1,000.00
11	J. W. Squires	300.00
9	J. F. AnWeiler	1,000.00
I. O. (103)	H. B. Blanchard	1,000.00
200	Eddie Swanson	1,000.00
11	J. E. Tracy	650.00
896	O. E. Sutherland	475.00
116	M. H. Schmars	475.00
66	C. E. Compton	825.00
311	Patrick Connors	1,000.00
18	E. R. Fields	1,000.00
I. O. (309)	E. R. Kantsky	475.00
701	C. P. Smith	1,000.00
I. O. (561)	Elphage Carrier	1,000.00
131	William Noonan	150.00
3	John J. Hayes	150.00
341	Mead D. Holmes	150.00
I. O. (318)	A. B. Beiblin	1,000.00
3	John J. Smith	150.00
1149	H. Doran	475.00
I. O. (213)	C. O. Kamb	1,000.00

\$77,480.59

**CARTELS**

(Continued from page 393)

combinations may devote themselves to "exploiting the consumer instead of using their special efficiency to serve him."

One of the purposes of the British plan is "to encourage such forms of industrial competition as are conducive to the public interest; conversely to discourage wasteful and destructive competition. National enterprise as a whole is aided if individualism is suitably regulated." This kind of "regulation" of independent enterprise by cartels has not made for efficiency or proved to be in the public interest in the past.

The British world cartel arrangement discussed above is presented in terms friendly to labor and the consumer. The document outlining the plan for this alliance as presented to the Kilgore committee by Thurman Arnold, calls for "the general adoption and extension of works councils and production committees already operating successfully in certain industries" in order to give labor "closer contact and association with management."

At a luncheon to launch the world trade alliance association, John Brown, chairman of the economic committee of the British Trades Union Congress, hailed the world

trade alliance plan as a means of establishing "freedom from want and freedom from fear." But because of the fact that the alliance is headed by such men as the chairman of the Tin Plate Cartel, and the unsavory labor relations history of the tin mines of the world, it is doubtful if such a world-wide cartel would be as mindful of the rights and privileges of labor as it would of the welfare of the dollars invested in the business. The history of the growth of cartels is replete with instances showing that the profit motive is the dominating influence in all of these organizations. Money making is always placed ahead of moral obligations whenever a choice must be made. For this reason it is felt that cartels are a definite threat to the welfare and progress of labor, in spite of such sugar-coated plans as the world trade alliance.

Evidence is accumulating that the Axis leaders are intensifying their efforts toward winning the economic war even if they lose the military war. Because of the involvement of business men of all nations in the international cartel system with its headquarters in Switzerland, Hitler holds a powerful weapon for softening the terms of peace. Business in America, for instance, will have an interest when the peace treaty is made in preserving the gains German business has made through the conquests of the German armies.

During the course of the investigation conducted by the Department of Justice, Assistant Attorney General Tom C. Clark said "If free enterprise is to survive the effects of this total war, the power of cartels to make private treaties, control technology, and disrupt world trade, must be broken. Failure to eliminate cartel control of the world economy may well lose the peace, for if cartel activities are not stopped before peace comes, they will help create world-wide unemployment and foster postwar depression." Because of the demonstrated abuses of the patent systems by cartels, the Department of Justice has advocated a revision of the patent laws as a means of controlling cartels.

Changes in the patent and anti-trust laws to make it necessary to register all plans for cartel agreements with the federal government for approval is one means of control which will probably be set up in the near future.

Experience gained in two wars has apparently taught allied statesmen that the ultimate goal of postwar order and permanent peace can only be attained by some form of world organization. Because wars between nations are not due to any single cause such as the ingenuity of munitions makers, or the existence of cartels, but to a multiplicity of crisscrossing emotions and aspirations, some good, some evil, which cannot be satisfied or alleviated merely by the signing of a peace treaty or the establishing of a world organization, it is imperative that any adjustments aimed at correcting causes should be inspired by a long-range vision representing the interest not only of the great powers, but of all human beings who struggle, suffer, and die in war, often in complete ignorance of what the statesmen who seek to shape their destiny have in mind.

Another plan which might eliminate the necessity for the formation of cartels would consist of the adoption by the governments of the world of a board for arbitrating trade disputes involving national interests. Unless some such plan is adopted business men will continue to try to control the situation with the most useful instrument yet developed for the purpose, cartels. The fact that these private agreements often nullify to a large extent the efforts of statesmen to adopt good neighbor policies and trade agreements, makes it imperative that the nations solve this problem.

## INSPECTORS SEE VALUE OF MAINTENANCE WORK

(Continued from page 401)

tions on both panels and resistors. Check condition of "pigtail" connections closely—especially in corrosive atmosphere. Replace any damaged or worn parts, and inspect condition of magnet contact surfaces. See that control mechanism operates freely and oil or grease if necessary. **Do not lubricate contact surfaces!** Check operation of mechanical or electrical interlock devices.

### Maintain Contacts

Control equipment subject to severe operating conditions should have contacts inspected weekly. A monthly check is sufficient for average operating conditions. Adjust, file clean, or renew contactor tips if badly worn or burned. (Ordinary roughening of contact tips due to arcing need not be serviced but large projections should be removed with a file. If there is evidence of overheating, oxide surface should be removed by a few strokes with a file.) Examine closely for any high resistance joints in contactor circuit. (A new combination a-c/d-c millivoltmeter is available for checking resistance of bolted joints and contact surfaces.) **Do not lubricate contact surfaces.**

### Check Oil Condition

Make semiannual inspection of oil level and condition in starting compensators, oil switches and circuit breakers. Replace leakage and evaporation loss; replace oil if dirty or gummy. (In dirty or damp location, inspect oil level and condition quarterly or monthly according to severity of conditions.)

### Test Overload Devices

Circuit breaker tripping points should be checked monthly. Replace dashpot oil if thick and gummy. Keep orifices in plunger clear. Keep leather bellows soft and pliable with neat's foot oil. Be sure that heater coils for thermal overload relays are the correct size. Check overload relay settings every six months.

### MOTORS

#### Follow Specific Instructions

Wherever specific maintenance instructions for a particular motor are available, they should be followed closely. In the absence of such specific instructions, the following periodic checks should be made. These are based on average conditions with regard to severity of duty and dirtiness of location. The frequency of the inspections can be varied to suit actual plant conditions.

#### Weekly Inspections and Operations

1. Examine commutator and brushes.
2. Check oil level in bearings but do not over-lubricate.
3. See that oil rings turn with shaft, and note any excessive end play in shaft.
4. See that shaft is free of oil and grease from bearings.
5. Examine starter, switch, fuses, and other controls, as well as ground connection and motor leads.

6. Open-type motors in dusty locations should be blown out thoroughly.

7. Check air gap between rotor and stator. The difference in width of gap around circumference will indicate extent of wear on bearings. This check should be made weekly on motors operating with excessive belt tension; otherwise check air gap semi-annually.

8. Start motor and see that it is brought up to speed in normal time.

9. Check motor and bearing temperature under actual load conditions by feeling with hand.

#### Semiannual Inspections and Operations

1. Clean motor thoroughly, blowing out dirt from windings and wipe commutator and brushes.
2. Inspect commutator clamping ring.
3. Check brushes and renew any that are more than half worn.
4. Examine brush holders and clean them if dirty. Make sure that brushes ride free in holders.
5. Check brush pressure.
6. Check brush position.
7. Drain, wash out, and renew oil in sleeve bearings.
8. Check grease in ball or roller bearings.
9. Check operating speed or speeds.
10. See that end play of shaft is normal.
11. Inspect and tighten connections on motor and control.
12. Check current input and compare with normal.
13. Run motor and examine drive critically for smooth running, absence of vibration, worn gears, chains, or belts.
14. Check motor foot bolts, end-shield bolts, pulley, coupling, gear and journal setscrews, and keys.
15. See that all motor covers, belt and gear guards are in good order, in place and securely fastened.

#### Annual Inspections and Operations

1. Clean out and renew grease in ball or roller bearing housings.
2. Test insulation by megger.
3. Clean out magnetic dirt that may be hanging on poles.
4. Check clearance between shaft and journal boxes of sleeve-bearing motors, to prevent operation with worn bearings.
5. Clean out undercut slots in commutator.
6. Examine connections of commutator and armature coils.
7. Inspect armature bands.

#### Complete Overhauls.

Motors should generally be given an overhauling at intervals of five years or so, normally, or, if the service is more severe, more frequently. Such a practice is beneficial in avoiding breakdowns and in extending the useful life of the equipment.

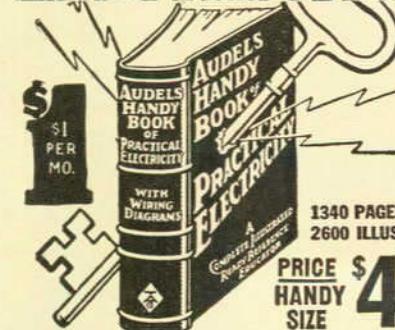
### ARC WELDING SETS

#### Special Considerations

The general maintenance schedule relating to motors and motor controls will apply generally to arc welding sets. Ground connections should be checked periodically. Condition of cable leads should be inspected frequently to prevent flow of short circuit current which may load generator over a long period of time. Proper ventilation should be provided, and machines operated outdoors should not be covered with tar-paulins in such a way as to impede ventilation.

*Report of the IAEI Maintenance Committee, Joseph Whitner (Chairman), C. A. Lundborg, R. D. MacDaniel, W. J. Mahan and J. G. Moyen.*

## KEY TO A PRACTICAL UNDERSTANDING OF ELECTRICITY



1340 PAGES  
2600 ILLUS.

PRICE \$4  
HANDY SIZE

• AUDELS HANDY BOOK OF ELECTRICITY  
For Engineers, Electricians, Students and all interested in Electricity. A quick, simplified, ready reference, giving complete instruction and practical information. Easy to understand. A reliable authority and a handy helper that answers your questions.

• INSIDE TRADE INFORMATION ON  
The Rules and Laws of Electricity—Maintenance of Machinery—A.C. and D.C. Motors—Armature Winding and Repair—Wiring Diagrams—House Lighting—Power Wiring—Cable Splicing—Meters—Batteries—Transformers—Elevators—Electric Cranes—Railways—Bells—Sign Flashers—Telephone—Ignition—Radio Principles—Refrigeration—Air Conditioning—Oil Burners—Air Compressors—Welding, and many Modern Applications explained so you can understand. READ FOR PROFIT!

To get this assistance for yourself, simply fill in and mail the FREE COUPON below.

THEO. AUDEL & CO., 49 West 23rd Street, New York  
Please send me "Audels Handy Book of Practical Electricity" for free examination. If satisfactory, I will send you \$1 in 7 days, then \$1 monthly until \$4 is paid. Otherwise I will return it.

Name \_\_\_\_\_  
Address \_\_\_\_\_  
Occupation \_\_\_\_\_  
Reference \_\_\_\_\_ EEE

### IF WE DON'T PLAN

(Continued from page 397)

lathe operators, machinists, tool and die makers and other skilled and semi-skilled workers will have to transfer to other kinds of work. Unskilled laborers are likely to face a shortage of jobs in many parts of the country.

To prepare to meet this situation, the general outline of which can already be clearly foreseen, trade unionists along with other Americans need immediately to address their thoughts to at least six major issues. These issues and a suggestion of policy are hereby given.

### THE ISSUE AND THE POLICY

(1) First and foremost, what can and should be done to assure quick reconversion and create an environment favorable to continued high-level business activity, so that normal enterprise may as quickly as possible provide a real job for every able-bodied American who wants to work?

This issue can be met by formulation of policies that will go to the roots of our system of individual initiative and free, competitive enterprise. These policies should settle the disposal of government-owned war plants and surplus stocks of war goods and release of priorities on terms that will help private enterprise. They should cover loans for reconversion, credit and capital facilities for small

## MEMBERS' LEATHER POCKET HOLDER



a  
durable,  
handsome  
folder  
to contain  
Official  
Receipts,  
brown or black  
(As long as present  
supply lasts,  
during emergency)  
**35 cents**

business. Policies are needed to assure that the consumer demand will be large enough at all times, but on the other hand not too large, to buy the maximum output of goods and services that the nation is capable of producing.

(2) Second, what can and should be done to make it possible to give jobs at fair rates of pay on public work projects to those who otherwise will be jobless in the transition period?

It will be impossible to avoid severe unemployment in the transition period without a public works program. Since it takes a long time to get such a program into the blueprint stage and ready to start, workers have a responsibility to themselves to see that the plans are made now; otherwise it may be too late. A large number of small, widely scattered construction projects will probably be better than a few big ones. Planning of public works should allow for a number of work projects in the fields of public health, research, education and general public welfare as well as in construction.

(3) What can and should be done to provide temporary financial support for demobilized servicemen and war workers to help tide them over the interval before they secure any job at all?

Returning soldiers and sailors might justly be given a cash bonus—in the form of furlough pay, mustering-out pay, or some other form—at the time of demobilization when they are likely to want it most. All workers, including ex-servicemen, should have adequate compensation while unemployed.

(4) What can and should be done to lessen the abruptness of military and industrial demobilization so as to cut down the number of workers appearing in the labor market in the most critical period, the first six months after the end of hostilities?

Policies should be formulated with respect to the rate at which our armed forces are to be demobilized. Anything that slows this process down will gain precious time while the up-swing of peacetime production is just getting under way. On the other hand unjustified delays will be strongly resented by the average man in uniform and his family, which means that action along this line has obvious limits. So far as war industry is concerned, most of it will have to be demobilized very rapidly to clear the road for peace production. But this is not so in every case, and policies are needed to decide what war contracts ought to be either continued and gradually tapered off or else transformed

into temporary government peace contracts.

(5) What can and should be done to make it easier to provide full employment by reducing the number of men and women who want jobs or by cutting down the hours in the working week?

Social security and education policies should be formulated to make possible the voluntary withdrawal from the labor market of women who prefer to work in the home, soldiers and other young people who have not yet completed the education they should have, and workers who have reached retirement age. Policies should be formulated with respect to the length of the workweek.

(6) Finally, what can and should be done to promote labor's ability to move not only from job to job but also from place to place and from one type of work to another, and in this way lower the barriers that sometimes keep workers and available jobs apart?

Measures are needed to bring labor demand and supply together. Policies should be formulated to provide American workers with a federalized job placement service equipped to handle quickly and effectively the largest volume of job applications in our history as a nation. Wounded soldiers and sailors will need physical rehabilitation before they can resume normal civilian life. All over the country men and women must have new training to fit them for new lines of work.

We must find ways and means for permanently solving our unemployment problem, for employment is our people's greatest need and must be satisfied. Furthermore the soundness of our foreign policy rests on our domestic policies and whether or not these policies assure jobs to all who are willing and able to work. Finally peace itself for which we are fighting this horrible war, is at stake. For if, after victory is won, we are so compelled by confusion or weakness at home that we are unable to stand squarely for cooperation with the nations and the peoples of the world, the pressure of events will eventually force us to the brink of another and even more terrible war.

### I. B. E. W. DOMINATES ELECTRIC UTILITY FIELD

(Continued from page 399)

These phrases are seen to be somewhat ambiguous. It remains for our courts yet to determine whether such terms were intended (1) to assure that the honorably discharged serviceman may retain his *former seniority* and position or (2) to conserve to him any rights or benefits based on the *cumulative seniority* which would have accrued to him had he remained in his employment instead of entering the military service.

Several of our agreements provide more liberal seniority regulations for military servicemen than the law provides. Our contract between the Northern States Power Company and L. U. No. 160, of Minneapolis, for example, stipulates:

"Any employee of the company covered by this agreement who may be called to the colors shall continue to accumulate seniority with the company during his absence. Upon written notice within six months after he is eligible for discharge from the service, the above employee may return to work, provided he is physically qualified to do so, and the regular rules of seniority will prevail for those below him on the seniority list." (Italics ours.)

While the I. B. E. W. seeks continually to protect the position of the employee of long service it also concerns itself with the responsibility for training newcomers to the trade. Long a leader among unions in the apprenticeship and formalized supervision of

rising young mechanics, the BROTHERHOOD has been highly instrumental in recent years in persuading its employers in the electric utility field to adopt systematic, on-the-job training programs on their properties for the proper instruction of entrants to the trade.

Such a program assures to the newcomer, possessing the necessary natural mechanical aptitude, of both acquiring a well-rounded knowledge of his chosen craft and the opportunity to rise above the ranks of unskilled labor.

Normally the apprenticeship program extends over a period of about four years, with wages increasing at semi-yearly or yearly intervals as the ability of the apprentice and his value to the employer progress.

For the mutual protection of the novice and of the company's property, the union agreement provides that he must work at all times under the immediate supervision and instruction of a skilled mechanic (or "journeyman") or a foreman. Under most apprenticeship programs in utility companies the trainee is not permitted to work on live lines during his first year or longer. Later he learns to assist journeymen on energized lines not exceeding some agreed-upon power, as 440 or 600 volts.

At the close of the training period the apprentice is examined by the examination board of his local union. Occasionally the board also includes a representative of the company. Sometimes, if the apprentice fails to pass his journeyman's examination he is allowed an additional six months in which to qualify, but if he continues to fail, then the company is free to demote or discharge him.

Most agreements prohibit the employer from trying to employ an unreasonable proportion of cheap, poorly trained labor in the trade by establishing definite apprentice ratios, such as one apprentice to each five journeymen, or an apprentice to each working crew of a designated size range.

The first six months of apprenticeship are generally recognized as a probationary period. If the selectee proves incompetent or unsatisfactory to the employer he may be demoted or laid off without any further obligation upon the part of the union to train him. If retained, the union stands in the position of trustee to him for the period of his apprenticeship.

### A. F. OF L. SEES ECONOMIC CHANGES IN UNITED STATES

(Continued from page 390)

Federation of Labor for the postwar world are adequately revealed.

In short, the report continues the high standard of economic discussion which has distinguished this report for more than a quarter of a century.

### DON'T SEND SOLDIERS CHECKS; SEND MONEY ORDERS

Don't send a soldier a check drawn on a bank in the U. S., the American Red Cross advises relatives, friends and former employers of servicemen. Since it is practically impossible for him to cash a check, send money by postoffice money order.

Red Cross workers overseas report that soldiers constantly ask them to aid in cashing checks sent from this country. Postoffice money orders can be cashed wherever there is an Army postoffice, while checks are valueless to soldiers receiving them.

**LOCAL UNION OFFICIAL RECEIPTS FROM AUGUST 11,  
1943, INC. SEPTEMBER 10, 1943**

L. U.	L. U.	L. U.	L. U.	L. U.	L. U.	L. U.	L. U.
1.0— 226303 227399	B-11— (Cont.) 989251 989260	B-57— (Cont.) 970611 971420	I-13— 419594 419640	B-202— (Cont.) 302251 302300	275— 124553	L. U.	B-327—
143576 143600	12— 209758 209764	978916 979094	932185	317688 317690	295120 295131	B 298668 298670	
221841 221952	B 222007 222040	606473 606572	B-114— B 80453 80463	B 403356 403433	673975 673996	B 684318 684356	
472287 472351	16— 148984 148996	B 182251 182276	318194 318300	B 478514 478525	203041 203250	731560 731564	
516699 516717	797377 797381	202181 202283	701409 701415	615118 615280	203250 328—	76501 76588	
758891 759552	983199 983250	524381 524322	796161 796440	750099 750134	469554 469578	285737 285750	
798624 798682	984210 984602	B 588120 588438	989811 990000	813443 813750	953647 953668	580840 580945	
B 802011 802043	996265 996373	867000 867756	114001 114002	B 900751 900972	500446 500521	612917 613004	
987711 987750	B-17— B 131153	B 180391 180514	4146318 4146328	B 907131 678850	677131 678850	B-330— 313908 313914	
996001 996046	997195 997266	868422 868566	B-120— 51751 51763	B 952109 952126	750691 751048	551693 551779	
14471 14482	272251 272460	510157 510162	695975 696000	B 625923 625950	716070 716077	B-331— B-333—	
145439 145453	907191 907500	69924 70258	759247 759415	208— 190659 190671	311215	H 690581 690596	
207751 207946	B-18— B 13429 13500	800112 800250	763967	B 695241 695242	730699 730699	857251 857423	
B 726311	B 14218 14532	380947 380948	B-121— 856948 856135	B 583105 583121	329— 500446	954834 954862	
789676 789750	B 15001 15224	595669 595745	B-124— B 88711 88756	813443 813750	580840 580945	709660 709660	
B-3— A 26501	77276 77311	278261 278320	B 281931 282200	B 730322 73226	281— 252567	612917 613004	
A 26682 26699	B 406526 406563	867000 867756	B 349731 349730	B 717697 717713	237— 522667	532643 532643	
A 26772 26800	473759 474000	594433 594730	514433 594730	B 730322 73226	238— 522667	532643 532643	
A 26843 29166	665290 665696	69924 70258	510157 510162	B 717697 717713	239— 522667	532643 532643	
A 29174 29192	666001 666303	595446 595500	695975 696000	B 717697 717713	240— 522667	532643 532643	
A 29226 29230	740614 740649	6841247 684165	814781 812710	B 717697 717713	241— 522667	532643 532643	
A 29656	756501 756508	728261 728320	B 349731 349730	B 717697 717713	242— 522667	532643 532643	
OA 33279 33287	22— 142847 142848	803400 803418	543001 543018	B 109205 109217	333— 111166 111225		
OA 33418 33420	475374 475474	843800 843818	543001 543018	B 109205 109217	334— 433556 433556		
OA 34145 34200	745164 745236	853319 853725	543001 543018	B 109205 109217	335— 433556 433556		
XG 15368 15379	B-23— 138448 138750	853319 853725	543001 543018	B 109205 109217	336— 433556 433556		
LG 130 145	276751 276993	525447 525480	543001 543018	B 109205 109217	337— 433556 433556		
B 13855 13909	B 669261 669276	646676 646679	543001 543018	B 109205 109217	338— 433556 433556		
B 13959 14000	742947 743052	646676 646681	543001 543018	B 109205 109217	339— 433556 433556		
B 14099 14336	780795 780805	646676 646681	543001 543018	B 109205 109217	340— 433556 433556		
B 14591 15307	B-25— 203594 (Orig.)	646676 646681	543001 543018	B 109205 109217	341— 433556 433556		
B 15368 15379	631094 633111	646676 646681	543001 543018	B 109205 109217	342— 433556 433556		
B 15992 16002	646676 646681	646676 646681	543001 543018	B 109205 109217	343— 433556 433556		
B-5— 414250 414255	30— 955535 955637	593572 595500	543001 543018	B 109205 109217	344— 433556 433556		
B-5— 313919 314128	B-21— B 47830 47833	593572 595500	543001 543018	B 109205 109217	345— 433556 433556		
B-5— 510885 511027	215251 215630	593572 595500	543001 543018	B 109205 109217	346— 433556 433556		
593545 593547	398715 399732	593572 595500	543001 543018	B 109205 109217	347— 433556 433556		
844104 844141	592138 592566	593572 595500	543001 543018	B 109205 109217	348— 433556 433556		
976559 976599	B-32— 390938 390409	593572 595500	543001 543018	B 109205 109217	349— 433556 433556		
154501 154850	B 754726	593572 595500	543001 543018	B 109205 109217	350— 433556 433556		
155286 156099	33— 346228 346235	593572 595500	543001 543018	B 109205 109217	351— 433556 433556		
757858 758095	B-34— 433318 433531	593572 595500	543001 543018	B 109205 109217	352— 433556 433556		
997605 997700	35— 182471 182554	593572 595500	543001 543018	B 109205 109217	353— 433556 433556		
6— 131573 131665	B-38— 246—	70— 162751 162820	543001 543018	B 109205 109217	354— 433556 433556		
597786 597886	182471 182554	543001 543018	543001 543018	B 109205 109217	355— 433556 433556		
241695 241697	B-78— 102845 102900	543001 543018	543001 543018	B 109205 109217	356— 433556 433556		
345751 346500	316011 316076	543001 543018	543001 543018	B 109205 109217	357— 433556 433556		
512822 512846	B 455251 455313	543001 543018	543001 543018	B 109205 109217	358— 433556 433556		
626912 626944	520501 520772	543001 543018	543001 543018	B 109205 109217	359— 433556 433556		
630822 630822	524701 525000	543001 543018	543001 543018	B 109205 109217	360— 433556 433556		
738079 738084	B 851338 851518	543001 543018	543001 543018	B 109205 109217	361— 433556 433556		
991213 991224	861061 861105	543001 543018	543001 543018	B 109205 109217	362— 433556 433556		
B-9— B 133391 133396	39— 625611 625937	543001 543018	543001 543018	B 109205 109217	363— 433556 433556		
108281 108301	371944 371946	543001 543018	543001 543018	B 109205 109217	364— 433556 433556		
150539 150612	212359 212364	543001 543018	543001 543018	B 109205 109217	365— 433556 433556		
521217 521217	40— 917791 917791	543001 543018	543001 543018	B 109205 109217	366— 433556 433556		
744942 744979	987806 988266	543001 543018	543001 543018	B 109205 109217	367— 433556 433556		
761900 761902	831731 831735	543001 543018	543001 543018	B 109205 109217	368— 433556 433556		
B 791941 792036	349587 349593	543001 543018	543001 543018	B 109205 109217	369— 433556 433556		
881348 881973	670197 670500	543001 543018	543001 543018	B 109205 109217	370— 433556 433556		
B 135214 135232	724011 724011	543001 543018	543001 543018	B 109205 109217	371— 433556 433556		
B 234009 234007	B-43— 90151 90193	543001 543018	543001 543018	B 109205 109217	372— 433556 433556		
B 235579 235894	119601 119601	543001 543018	543001 543018	B 109205 109217	373— 433556 433556		
B-11— 2729 27300	817313 817313	543001 543018	543001 543018	B 109205 109217	374— 433556 433556		
119251 119464	845466 845640	543001 543018	543001 543018	B 109205 109217	375— 433556 433556		
191161 191250	B-44— 740444 740453	543001 543018	543001 543018	B 109205 109217	376— 433556 433556		
191345 191253	1192 1290	666502 666515	543001 543018	B 109205 109217	377— 433556 433556		
B 193168 193175	1501 1501	693251 693372	543001 543018	B 109205 109217	378— 433556 433556		
193601 195166	2671 2809	592244 592300	543001 543018	B 109205 109217	379— 433556 433556		
196501 196510	2228 2250	592244 592300	543001 543018	B 109205 109217	380— 433556 433556		
204751 204757	B 475212 475213	592471 592885	543001 543018	B 109205 109217	381— 433556 433556		
205501 206001	675851 677170	374983 375000	543001 543018	B 109205 109217	382— 433556 433556		
206251 206890	B 775601 775601	501751 501833	543001 543018	B 109205 109217	383— 433556 433556		
207728 207750	B-48— 196169 196198	522126 522126	543001 543018	B 109205 109217	384— 433556 433556		
209174 209185	253501 253567	528122 528125	543001 543018	B 109205 109217	385— 433556 433556		
210267 210241	255751 256230	563314 563198	543001 543018	B 109205 109217	386— 433556 433556		
212681 216876	565531 566220	563314 563198	543001 543018	B 109205 109217	387— 433556 433556		
B 311567 311577	566271 569144	563314 563198	543001 543018	B 109205 109217	388— 433556 433556		
248564 248564	397342 397375	566271 569144	543001 543018	B 109205 109217	389— 433556 433556		
330977 330113	570178 570178	566271 569144	543001 543018	B 109205 109217	390— 433556 433556		
371555 372978	B 774992 775110	48316 4831					



L. U.	L. U.	L. U.	L. U.	L. U.	L. U.	L. U.	L. U.	L. U.	L. U.	L. U.	L. U.	L. U.	L. U.	L. U.	
915—	B 91813 91826 721220 721230	971—	B 91501 91541 B 443701 443745	B-1039—	B 82913 83091 B 395990	B-1100—	B 253556 233624 B 309511 309516	B-1191—	B 208186 208191 B 729989 730998	B-1273—	B 112977 112995 B 315294 315396	B-1337—	B 216769 216898 B 333023		
B-916—	24691 21703 B 589202 589231	972—	B 720991 720993 B 786451 786422	B-1041—	B 306001 306530 B 320521 321000	B-1111—	B 561627 501638 B 866068 866126	B-1192—	B 213043 213093 B 821281 821334	B-1275—	B 168147 168172 B 362170	B-1338—	B 230019 330176 B 393553		
917—	41758 41840 735962 73668 831710 831759	973—	B 607901 607903 B 714952 714963	B-1042—	B 513001 513040	B-1112—	B 214779 214818 B 214261 214590	B-1193—	B 63132 63143 B 609810	B-1277—	B 209121 209136 B 530213 532216	B-1339—	B 73501 73746 B 163080 163119		
918—	743611 743647 255780 255788	974—	B 67 85 B 522191 522502	B-975—	B 198078 198082 B 729868 727001	B-1043—	B 115151 115163 B 654486	B-1113—	B 720336 720347 B 757966 757965	B-1194—	B 106798 106805 B 152142 152250	B-1278—	B 368867 368871 B 923385 933485	B-1340—	B 742051 742150 B 945117 945133
919—	810191 810251 449778 449790	975—	B 441316 441332 708633 708662	B-978—	B 813111 813755	B-1044—	B 354831 354896 B 671396 671402	B-1116—	B 720347 720347 B 556417 556480	B-1195—	B 501214 501234 B 715041 715074	B-1279—	B 89606 89646 B 384691 384695	B-1341—	B 78351 78359 B 408026
920—	1278307 1278307 247758 249790	976—	B 113 85 B 522191 522502	B-979—	B 212029 212032 B 729868 727001	B-1045—	B 229333 229334 B 725461 725466	B-1117—	B 506136 506175 B 447013 447013	B-1196—	B 195041 195070 B 315.91 31549	B-1280—	B 210660 210680 B 347532 347533	B-1342—	B 436226 436230 B 679317 679555
B-925—	B 365432 365435 485814	977—	B 270732 270733 318860 318872	B-980—	B 381192 381632 B 423587 423589	B-1048—	B 91676 91678 B 494221 494250	B-1119—	B 81022 81024 B 411037 411049	B-1200—	B 244720 244728 B 347532 347533	B-1343—	B 346518 346521 B 679130 679111		
B-926—	B 243149 243158 495198 495256	978—	B 127338 127338 559503 559584	B-981—	B 412887 412891 B 390371 390375	B-1049—	B 50153 50168 B 320642 320643	B-1120—	B 275758 275766 B 737016 737016	B-1205—	B 369912 370001 B 708222 708340	B-1344—	B 680909 680931		
928—	163903 163908 195121 195123	979—	B 441316 441332 708633 708662	B-982—	B 212029 212032 B 729868 727001	B-1050—	B 727611 727850 B 448800 448800	B-1122—	B 549886 550025 B 601717 601718	B-1210—	B 366404 366723 B 629007 629007	B-1345—	B 161896 162000 B 471376 (Mem.)		
B-929—	250931 250939 317445	980—	B 270732 270733 318860 318872	B-983—	B 381192 381632 B 428251 428230	B-1049—	B 50153 50168 B 320642 320643	B-1123—	B 726443 726449 B 760750 760877	B-1211—	B 920996 921118 B 760217 760222	B-1346—	B 330781 331127 B 438521 438518		
B-930—	87485 87500 B 234485	981—	B 454722 454750 708633 708662	B-985—	B 184111 184115 B 55292 553430	B-1051—	B 138799 138891 B 354751 354883	B-1127—	B 760750 760877 B 760750 760877	B-1217—	B 755112 755130 B 655069 655069	B-1347—	B 161896 162000 B 471376		
931—	85292 85340 657884 657885	982—	B 184111 184115 B 55292 553430	B-986—	B 158834 158925 B 161694 166500	B-1061—	B 942726 942750 B 156664 156750	B-1128—	B 438491 438490 B 760750 760877	B-1218—	B 114349 114362 B 757511 757588	B-1348—	B 330781 331127 B 438521 438518		
932—	167675 167675 484099 484015	983—	B 167817 168000 B 297001 297001	B-987—	B 285801 289238 B 308747 308100	B-1062—	B 310257 311250 B 308074 308100	B-1129—	B 434739 434840 B 653392 636406	B-1219—	B 501968 501970 B 656066 656095	B-1350—	B 161896 162000 B 57534 57759		
933—	533361 533363 917789 918000	984—	B 184111 184115 B 919501 919541	B-988—	B 93706 93706 B 333661 333664	B-1063—	B 138799 138891 B 349894 349905	B-1130—	B 348199 348200 B 760750 760877	B-1220—	B 441695 441698 B 655069 655069	B-1351—	B 161896 162000 B 57534 57759		
934—	808269 808273 919501 919541	985—	B 184111 184115 B 261000 261000	B-989—	B 93706 93706 B 333661 333664	B-1064—	B 95361 95400 B 437605 437620	B-1131—	B 138799 138891 B 349894 349905	B-1221—	B 363844 363887 B 652138 652141	B-1352—	B 161896 162000 B 57534 57759		
B-935—	2808312 2808313 287706 287737	986—	B 410701 410707 B 447071 447077	B-990—	B 196614 196651 B 331297 331297	B-1065—	B 95361 95400 B 437605 437620	B-1132—	B 138799 138891 B 349894 349905	B-1222—	B 254982 255000 B 660810 660810	B-1353—	B 161896 162000 B 57534 57759		
B-936—	110379 110393 B 480184 480185	987—	B 196614 196651 B 331297 331297	B-991—	B 975869 975918 B 308579 308593	B-1066—	B 205172 205500 B 183698 183700	B-1133—	B 138799 138891 B 349894 349905	B-1223—	B 724831 724851 B 627851 627875	B-1354—	B 161896 162000 B 57534 57759		
937—	581963 581966 B 239398 239445	988—	B 196614 196651 B 331297 331297	B-992—	B 975869 975918 B 308579 308593	B-1067—	B 95361 95400 B 437605 437620	B-1134—	B 138799 138891 B 349894 349905	B-1224—	B 724831 724851 B 627851 627875	B-1355—	B 161896 162000 B 57534 57759		
B-938—	2808312 2808313 287706 287737	989—	B 196614 196651 B 331297 331297	B-993—	B 975869 975918 B 308579 308593	B-1068—	B 95361 95400 B 437605 437620	B-1135—	B 138799 138891 B 349894 349905	B-1225—	B 724831 724851 B 627851 627875	B-1356—	B 161896 162000 B 57534 57759		
B-939—	782273 782283 699264 699314	990—	B 196614 196651 B 331297 331297	B-994—	B 975869 975918 B 308579 308593	B-1069—	B 95361 95400 B 437605 437620	B-1136—	B 138799 138891 B 349894 349905	B-1226—	B 724831 724851 B 627851 627875	B-1357—	B 161896 162000 B 57534 57759		
B-940—	353938 353938 659931 659931	991—	B 206285 206345 B 309199 309202	B-995—	B 975869 975918 B 308579 308593	B-1070—	B 95361 95400 B 437605 437620	B-1137—	B 138799 138891 B 349894 349905	B-1227—	B 724831 724851 B 627851 627875	B-1358—	B 161896 162000 B 57534 57759		
942—	421175 421176 431419 431441	992—	B 1004— 368816 368825 B 1006—	B-996—	B 196614 196651 B 331297 331297	B-1071—	B 95361 95400 B 437605 437620	B-1138—	B 138799 138891 B 349894 349905	B-1228—	B 724831 724851 B 627851 627875	B-1359—	B 161896 162000 B 57534 57759		
943—	184885 184885 575604 575612	993—	B 196614 196651 B 331297 331297	B-997—	B 196614 196651 B 331297 331297	B-1072—	B 95361 95400 B 437605 437620	B-1139—	B 138799 138891 B 349894 349905	B-1229—	B 930923 930973 B 603817 603821	B-1359—	B 161896 162000 B 57534 57759		
B-944—	192137 192170 846016 846021	994—	B 184152 184152 B 332379 332379	B-998—	B 184152 184152 B 332379 332379	B-1073—	B 95361 95400 B 437605 437620	B-1140—	B 138799 138891 B 349894 349905	B-1230—	B 216562 216562 B 621562 621562	B-1360—	B 161896 162000 B 57534 57759		
945—	253430 253500 734767 734767	995—	B 196614 196651 B 331297 331297	B-999—	B 196614 196651 B 331297 331297	B-1074—	B 95361 95400 B 437605 437620	B-1141—	B 138799 138891 B 349894 349905	B-1231—	B 723093 723139 B 321020 321020	B-1361—	B 161896 162000 B 57534 57759		
946—	310501 310690 B 445069 445071	996—	B 196614 196651 B 331297 331297	B-1010—	B 95361 95400 B 437605 437620	B-1075—	B 95361 95400 B 437605 437620	B-1140—	B 138799 138891 B 349894 349905	B-1232—	B 724831 724851 B 627851 627875	B-1362—	B 161896 162000 B 57534 57759		
947—	716421 716423 B 445069 445071	997—	B 196614 196651 B 331297 331297	B-1011—	B 95361 95400 B 437605 437620	B-1076—	B 100111 100111 B 891341 891370	B-1145—	B 138799 138891 B 349894 349905	B-1233—	B 705982 706003 B 668873 668874	B-1363—	B 161896 162000 B 57534 57759		
948—	121155 121218 B 678794 678819	998—	B 161997 162099 B 316721 317670	B-1012—	B 1077—	B-1077—	B 1077—	B-1142—	B 1077—	B-1077—	B-1364—	B 161896 162000 B 57534 57759			
949—	121201 121311 B 678794 678819	999—	B 161997 162099 B 316721 317670	B-1013—	B 1077—	B-1077—	B 1077—	B-1143—	B 1077—	B-1077—	B-1365—	B 161896 162000 B 57534 57759			
950—	121201 121201 B 678794 678819	1000—	B 161997 162099 B 316721 317670	B-1014—	B 1077—	B-1077—	B 1077—	B-1144—	B 1077—	B-1077—	B-1366—	B 161896 162000 B 57534 57759			
951—	716421 716423 B 388982 389013	1001—	B 161997 162099 B 316721 317670	B-1015—	B 1077—	B-1077—	B 1077—	B-1145—	B 1077—	B-1077—	B-1367—	B 161896 162000 B 57534 57759			
952—	716421 716423 B 388982 389013	1002—	B 161997 162099 B 316721 317670	B-1016—	B 1077—	B-1077—	B 1077—	B-1146—	B 1077—	B-1077—	B-1368—	B 161896 162000 B 57534 57759			
953—	716421 716423 B 388982 389013	1003—	B 161997 162099 B 316721 317670	B-1017—	B 1077—	B-1077—	B 1077—	B-1147—	B 1077—	B-1077—	B-1369—	B 161896 162000 B 57534 57759			
954—	716421 716423 B 388982 389013	1004—	B 161997 162099 B 316721 317670	B-1018—	B 1077—	B-1077—	B 1077—	B-1148—	B 1077—	B-1077—	B-1370—	B 161896 162000 B 57534 57759			
955—	716421 716423 B 388982 389013	1005—	B 161997 162099 B 316721 317670	B-1019—	B 1077—	B-1077—	B 1077—	B-1149—							

L. U. B-3—(Cont.)	L. U. B-48—(Cont.)	L. U. B-19—254954	L. U. B-47—B 794513.	L. U. B-47—B 738022.	L. U. B-139—B 199879.	PREVIOUSLY LISTED —VOID
A 27794, 28025, A 28043, 28168, A 28244, 28274, A 28309, 28511, A 28534, 28535, A 28556, 28589, A 28792, 28801, A 28873, 28951, A 28975, 29024, A 29106, 29191, A 29656, OA 34165, XG 143, 145, B 14148, 14294, B 14295, 14299, B 14506, 14582, B 14597, 14949, B 14974, 15015, B 15114, 15154, B 15268, 15291, B 15378, 1074, B 1163, 1490, 9—881411, B-11—2727, 119362, 378, 380, 386, 191491, 406, 409, 423, 441, 451, 459, 488, 514, 591, 616, 624, 627, 643, 668, 671, 681, 685, 687, 734-736, 745, 800, 805, 813, 816, 818, 831, 846, 884, 899, 907, 922, 924, 983, 994, B 193168-176, 20513, 538, 591, 609, 626, 650, 638, 656, 697, 702, 711, 728, 740, 763, 774, 779, 795, 824, 828, 842, 853, 854, 856, 206810, 377929, 430295, 302, 303, 348, 353, 388, 431, 445, 491, 500, 435577, 578, 587, 608, 629, 645, 669, 680, 701-710, 446142, 453678, 454213, 457056, 758028, 002, 038, 048, 933715, 936849, 938305, 951773, B 975037, 313, 318, 413, 422, 488, 516, 517, 524, 526, 527, 532, 557, 572, 581, 715, 16—148320, 442, 500, 982489, 996275, 289, 327, 328, 340, 343, 344, 352, 356, 395, 403, 405, 437, 450, 548, B-18—B 14417, 666078, B-23—276979, 587078, 101, 103, 742994, 997, 25—203504, 26—63140, 170, 35—346234, B-38—318479, 524729, 857, 881, 46—988123, 41—110513, 43—759623-630, 845468- 470, 491, 558, B-46—1512, 1564, 1596, 1600, 1707, 675871, 873, 676216, 458, 515, 517, 537, 592, 621, 666, 768, 807, 829, 843, 936, 965, 677053, 150, B-48—B 196171, 253517, 533, 685, 791, 806, 917, 254182, 259, 288, 289, 299, 318, 338,	384, 401, 411, 412, 459, 479, 509, 518, 519, 533, 556, 662, 699, 809, 831, 901, 915, 977, 255021, 159, 227, 766, 767, 815, 837, 866, 904, 911, 934, 970, 256260, 272, 282, 330-350, 565390, 393, 491, 499, 500, 644, 725, 780, 811, 848, 900, 566000, 030, 088, 238, 404, 405, 438, 487, 524, 525, 557, 596, 644, 697, 724, 728, 737, 754, 999, 911, 917, 930, 567060, 124, 135, 260, 340, 356, 369, 385, 390, 408, 420, 445, 450, 564, 583, 700, 785, 881, 945, 958, 568050, 054, 055, 108, 110, 111, 139, 153, 158, 163, 170, 189, 199, 202, 234, 248, 349, 407, 507, 568, 648, 684, 690, 710, 720, 731, 764, 765, 771, 794, 813, 828, 898, 949, 980, 568116, 283, 339, 382, 456, 457, 459, 472, 490, 527, 580, 601, 570044, 441, 174, 300—165866, 301—303205, B-302—106461, 605, 606, 407699, 746, 758, 840, 847, 408294, 862833, 290, 309, 620377, 391, 988112, 138, 994504, B-309—778110, 670, 639, 700, 773333, 981925, 317—172607, 619, 510895, 705925, 706912, 924, 722029, 060, 110, 333, 318—185987, 321—183753, 757, 769, 778, 786, 807, 826, 828-830, 865, 888, 195, 239, 244, 541, 574, 603, 630, 673, 752, 886, 984, 997, 744, 750, 770, 325—19211, 475, 793112, 326—64892, B-545—B 666701, 724, B-357—B 288231, B-70—B 070622, 658, 796, 860, B 971053, 098, 163, 208, 275, 979054, 075, 59—752558, 297, 800136, 194, 231767, 834, 845, 874, B 257366, B-372—55407, 409, B 276403, 379—707916, 993, 390—754217, 463, 820140, 159, 851275, 277, 427, 718, 873, 852025, 040, 093, 328, 853214, 692, 755841, 405—742834, B-407—B 718260, B-411—182927, 937, 740228, 229, B-412—B 240204, 415—762171, 173, 823173, 416—649218, 224, 251, 515442, 502, 538, 136—860188, 247, 508860, 145—305107, B-160—B 110988, 669467, 444, 481, 487, 736798, 997066, 460—289294, B-465—B 344796, 473—574120,	19—254954 B-202—302265, 274, 291, B 403418, 433, B 478317, 524, B-479—561298, 303, 171, 217, 240, 242, 254, 274, 750111, 112, 127, 128, 131, 813449, 475, 525, 529, 548, 601, 686, 495—357006, 644, 501—942361, 362, 504—945836, B-505—324511-520, 527, 593, 643, 662, 738, 618277, 538, 559, 578, 609, 634, 582255, 269, 305, 954077, 162, 232, 287, B-518—276357, 523—364295, B-530—787123, 531—747815, 835, 840, 550—738557, 573, 553—125049, 558—478589, 757328, 567—713002, 574—588117, 686068, 636, 707, 783, 591—734707, 593—916015, 911577, 603—727530, 614—964231, 615—269423, 617—157668, 618—740111, 036, 096, 631—37290, 520113, 632—58352, 643—873724, 644—138865, 242286, 648—831926, 654—30157, 194635-637, 657—645299, 658—722716-718, B-659—197504, 674—721530, 534, 676—84600, 858, 676—378411, 422, 424, 444, 450, 679—336362, 697—301516, 856, 302039, 079, 700—100975, B-702—801829, 703—998633, B-716—132063, 071, 090, 165, 202258, 247016, 018, 076, 105, 134, 165, 247, 256, 265, 307, 338, 382, 402, 410, 515, 520918, 528068, 089, 567631, 635, 652, 697, 726, 568546, 547, 597, B-730—B 358329, 732—720760, 755—891553, B-760—B 55502, 507, 515, 516, 521, 526, 562, 806624, 679, 618, 685, 745, 746, 762, 764, 768, 842, 867, 895, 896, 910, 927, 951, 993, 807733, 743, B-772—B 445228-230, 251-253, 788108, 786—769918, B-818—B 783048, 058, B-441—144904, B-446—292075, 087, 112, 115, 457—556519, 773944, 915, 953, 965, 966, 460—289294, B-465—B 344796, 473—574120,	892—738022, 903—39248, 908—119629, 659, 910—707344, 936090, 167, 194, 208, 480—189486, B-487—B 463115, 931—85835, B-494—565147, B 280816, B-505—324511-520, 527, 593, 643, 662, 738, 618277, 538, 559, 578, 609, 634, 582255, 269, 305, 950—775022, B-592—175783, 953—776807, 931, B-965—B 118237, B-966—B 118237, B-978—B 441323, B 81311-340, 708652, B-987—B 166214, B-992—B 865479, 996—308579, 1004—368818, 617—50317, 194635-637, 1037—785308, B-1008—B 554475, 497, B-1010—B 161928, 971, B-1049—B 76820, B-1027—B 389002, B-1028—B 504327, B-1031—B 367658, 1037—785308, B-1049—B 326698, 983, B-1061—B 156661, B-159666, 108, 248, 622, 630, 648, 658, 632, 654, 655, 684, 652, 654, 655, 684, 624—64231, 625—1944161, 626—870, 872, 882, 627—295108-110, 631—704831-915, 705306-309, 322—1765, B-438—153388-390, 449—859710-716, B-555—954044-047, B-518—702626, 531—747776, 780, 784, 72, 806, 815, 821, 823-825, 827-829, 831-837, 544—519441-461, 558—478589, 614—829581, 587, B-1088—B 198860, 716, 739, 747, B 214522, 534, 542, 543, 546, 629, 645, 632, 654, 655, 684, 624—242-244, B-1094—B 642336, B-1101—B 683813, B-1118—B 117093, 596166, B-1120—B 636938, B-1130—B 394973, B-1132—B 395452, 1133—710503, 504, 1139—603817, B-1141—317977, 547777, 790, 807027, 080, 1144—666661, 1154—987210, B-1159—B 128666, B-1174—303140, B-1200—B 217367, I228—12625, I229—666180, 182, 183, I231—647317, B-1253—B 2101605, B-1266—731426, 427, 475, I220—731426, 427, 475, B-1240—B 113510, B-1241—547777, I249—612352, 1251—291090, 093, 832587-590, 741, 888, 830353, 067, B-1255—B 172192, B-1256—B 254476, B-1260—B 259510, 532, 862—263065, 554721, 865—557424, B-868—B 204680, 875—198382, 883—102568, 889—239271, B-1270—B 213428, B-1298—B 19937.	92—738022, 93—39248, 94—119629, 659, 95—707344, 936090, 96—167, 194, 208, 97—480—189486, 98—259039, 99—85835, 100—917973, 101—819879, 102—367658, 103—785308, 104—308579, 105—50317, 106—870, 872, 882, 107—295108-110, 108—704831-915, 109—531776, 780, 784, 110—806, 815, 821, 111—823-825, 827-829, 112—831-837, 113—710503, 504, 114—603817, 115—317977, 547777, 116—79027, 080, 117—807027, 080, 118—666661, 119—987210, 120—128666, 121—303140, 122—217367, 123—647317, 124—731426, 427, 475, 125—731426, 427, 475, 126—731426, 427, 475, 127—731426, 427, 475, 128—731426, 427, 475, 129—731426, 427, 475, 130—731426, 427, 475, 131—731426, 427, 475, 132—731426, 427, 475, 133—731426, 427, 475, 134—731426, 427, 475, 135—731426, 427, 475, 136—731426, 427, 475, 137—731426, 427, 475, 138—731426, 427, 475, 139—731426, 427, 475, 140—731426, 427, 475, 141—731426, 427, 475, 142—731426, 427, 475, 143—731426, 427, 475, 144—731426, 427, 475, 145—731426, 427, 475, 146—731426, 427, 475, 147—731426, 427, 475, 148—731426, 427, 475, 149—731426, 427, 475, 150—731426, 427, 475, 151—731426, 427, 475, 152—731426, 427, 475, 153—731426, 427, 475, 154—731426, 427, 475, 155—731426, 427, 475, 156—731426, 427, 475, 157—731426, 427, 475, 158—731426, 427, 475, 159—731426, 427, 475, 160—731426, 427, 475, 161—731426, 427, 475, 162—731426, 427, 475, 163—731426, 427, 475, 164—731426, 427, 475, 165—731426, 427, 475, 166—731426, 427, 475, 167—731426, 427, 475, 168—731426, 427, 475, 169—731426, 427, 475, 170—731426, 427, 475, 171—731426, 427, 475, 172—731426, 427, 475, 173—731426, 427, 475, 174—731426, 427, 475, 175—731426, 427, 475, 176—731426, 427, 475, 177—731426, 427, 475, 178—731426, 427, 475, 179—731426, 427, 475, 180—731426, 427, 475, 181—731426, 427, 475, 182—731426, 427, 475, 183—731426, 427, 475, 184—731426, 427, 475, 185—731426, 427, 475, 186—731426, 427, 475, 187—731426, 427, 475, 188—731426, 427, 475, 189—731426, 427, 475, 190—731426, 427, 475, 191—731426, 427, 475, 192—731426, 427, 475, 193—731426, 427, 475, 194—731426, 427, 475, 195—731426, 427, 475, 196—731426, 427, 475, 197—731426, 427, 475, 198—731426, 427, 475, 199—731426, 427, 475, 200—731426, 427, 475, 201—731426, 427, 475, 202—731426, 427, 475, 203—731426, 427, 475, 204—731426, 427, 475, 205—731426, 427, 475, 206—731426, 427, 475, 207—731426, 427, 475, 208—731426, 427, 475, 209—731426, 427, 475, 210—731426, 427, 475, 211—731426, 427, 475, 212—731426, 427, 475, 213—731426, 427, 475, 214—731426, 427, 475, 215—731426, 427, 475, 216—731426, 427, 475, 217—731426, 427, 475, 218—731426, 427, 475, 219—731426, 427, 475, 220—731426, 427, 475, 221—731426, 427, 475, 222—731426, 427, 475, 223—731426, 427, 475, 224—731426, 427, 475, 225—731426, 427, 475, 226—731426, 427, 475, 227—731426, 427, 475, 228—731426, 427, 475, 229—731426, 427, 475, 230—731426, 427, 475, 231—731426, 427, 475, 232—731426, 427, 475, 233—731426, 427, 475, 234—731426, 427, 475, 235—731426, 427, 475, 236—731426, 427, 475, 237—731426, 427, 475, 238—731426, 427, 475, 239—731426, 427, 475, 240—731426, 427, 475, 241—731426, 427, 475, 242—731426, 427, 475, 243—731426, 427, 475, 244—731426, 427, 475, 245—731426, 427, 475, 246—731426, 427, 475, 247—731426, 427, 475, 248—731426, 427, 475, 249—731426, 427, 475, 250—731426, 427, 475, 251—731426, 427, 475, 252—731426, 427, 475, 253—731426, 427, 475, 254—731426, 427, 475, 255—731426, 427,		

# Attractive Union Supplies



No. 7



No. 9



No. 12



No. 10



No. 2

## Price List In Large Variety

Arrears, Official Notice of, per 100	\$ .50	Ledger sheets for above, per 100	2.25	Seal	5.00
Account Book, Treasurer's	.90	Paper, Official Letter, per 100	.50	Seal (pocket)	7.50
Book, Minute for R. S. (small)	2.25	Rituals, extra, each	.25	Traveling cards	free
Book, Minute for R. S. (large)	3.00	Receipt Book, Applicants (300 receipts)	1.75	Withdrawal Cards, with Trans. Cds., per dozen	.40
Book, Day	1.75	Receipt Book, Applicants (750 receipts)	3.50	Warrant Book, for R. S.	.30
Book, Roll Call	1.50	Receipt Book, Members (300 receipts)	1.75		
Carbon for Receipt Books	.05	Receipt Book, Members (750 receipts)	3.50	FOR E. W. B. A.	
Charters, Duplicate	1.00	Receipt Book, Miscellaneous (300 receipts)	1.75	Book, Minute	1.50
Complete Local Charter Outfit	25.00	Receipt Book, Miscellaneous (750 receipts)	3.50	Charters, Duplicates	.50
Constitution, per 100	7.50	Receipt Book, Overtime assessment (300 receipts)	1.75	Reinstatement Blanks, per 100	.75
Single copies	.10	Receipt Book, Overtime assessment (750 receipts)	3.50	Constitution and By-Laws, per 100	7.50
Electrical Worker, Subscription per year	2.00	Receipt Book, Temporary (750 receipts)	1.75	Single Copies	.10
Emblem, Automobile	1.25	Receipt Book, Temporary (300 receipts)	3.50	Rituals, each	.25
Envelopes, Official, per 100	1.00	Receipt Book, Temporary (90 receipts)	1.75		
Labels, Decalcomania (large), per 100	.20	Receipt Book, Financial Secretary's	3.50	JEWELRY	
Labels, Decalcomania (small), per 100	.15	Receipt Book, Treasurer's	1.50	No. 1—Gold Filled Button Gilt Tie Clasp	1.00
Labels, Metal, per 100	2.50	Receipt Holders, Members' Leather Pocket, Folding, each	2.50	No. 2—10 kt. Gold Lapel Button	1.10
Labels, Paper, Neon, per 100	.20	Receipt Holders, Members' Pocket, Celluloid, sold only in bulk, Smallest lot, 50	3.75	No. 3—Rolled Gold Pin (for ladies)	.75
Labels, Paper, per 100	.20	Per 100	1.50	No. 4—Rolled Gold Lapel Button	.75
Labels, Paper, large size for house wiring, per 100	.35	Research weekly report cards, per 100	3.00	No. 5—10 kt. Gold Button Rolled Gold Tie Clasp	1.75
Ledger, loose leaf binder Financial Secretary's 26 tab index	8.50	Seal, cut of	1.00	No. 6—10 kt. Gold Lapel Button	1.25
Ledger paper to fit above ledger, per 100	1.50			No. 7—10 kt. Gold Lapel Button	1.75
Ledger, Financial Secretary's, 108 pages	2.50			No. 8—10 kt. Gold Button Rolled Gold Tie Clasp	2.25
Ledger, Financial Secretary's, 200 pages	3.75			No. 9—10 kt. Gold Vest Slide Charm	4.00
Ledger, Financial Secretary's, 400 pages (Extra Heavy Binding)	8.00			No. 10—10 kt. Gold Ring	10.50
Ledger, loose-leaf research, including tabs	12.50			No. 11—10 kt. Gold Badge of Honor	2.25
				No. 12—10 kt. Gold Emblem; Rolled Gold Chain Tie Clasp	4.00
				Jewelry not sent C. O. D.	

NOTE—The above articles will be supplied when the requisite amount of cash accompanies the order. Otherwise the order will not be recognized. All supplies sent by us have postage or express charges prepaid.

Use for Ring Size



METAL



1225 • LABEL

ADDRESS, G. M. BUGNIAZET, I. S.

1200 Fifteenth St. N. W.

Washington 5, D. C.



# URGENT PUBLIC NOTICE!

THE tremendous gains made against tuberculosis are in danger of being wiped out. Crowded housing, abnormal eating conditions, overwork, and all the other by-products of war can give the dread TB a new lease on life. We found

this out in the last war. Your help is needed, *urgently*. To carry on the year's fight against TB, we rely on your purchase of Christmas Seals. Please send in your contribution today, as much as you can give.



## BUY CHRISTMAS SEALS

Because of the importance of the above message, this space has been contributed by

The Journal of Electrical Workers  
and Operators